



THE COACHING  
& MENTORING  
PARTNERSHIP

# Diploma in Executive and Leadership Coaching

2018



# Diploma in Executive and Leadership Coaching

The Coaching and Mentoring Partnership's (TCMP) Diploma in Executive and Leadership Coaching is an intensive one year programme designed to give participants the skills and ability to deliver exceptional results for their organisations and coaching clients.

## Who is this programme for?

The programme is typically aimed at the following:

- Line managers who want to be able to coach more effectively as part of their leadership role
- Internal HR Directors or OD Consultants/Senior Business Partners who want to use coaching to deliver better performances in their organisations
- Mentors or those changing careers who would like to add executive coaching to their change toolkit
- Aspiring coaches from related professional backgrounds including psychotherapy, social work, education, psychology and health care
- Practising business consultants who are coaching as part of their consultancy practice and now want to formalise and develop their coaching capability

## What will I get from attending this programme?

By participating in the TCMP Executive and Leadership Programme, you will

- Develop a firm understanding of the theory and practice of coaching and relevant coaching models and frameworks
- Have built competency in applying a range of coaching skills to your organisational issues to improve performance
- Have developed a comprehensive databank of techniques and tools to support you in maximising an organisations' performance and getting the most from your employees/clients
- Have increased confidence in your coaching ability
- Continue your own personal journey of development and growth
- Develop relationships with a diverse group of like minded individuals who are interested in the discipline of Coaching and its application to a variety of settings

To learn more about this programme or to arrange an interview please contact June Duffy at 086-2301520 or email [june@juneduffy.ie](mailto:june@juneduffy.ie)

## Programme Dates

The course runs over 9 months from January 2018 to September 2018. Classes run from 9.30 – 5.00 on Fridays.

The Venue for the programme is the Royal Marine Hotel Dun Laoire

## Programme Dates:

- Jan 26<sup>th</sup>
- Feb 2<sup>nd</sup>, 16<sup>th</sup>
- March 2<sup>nd</sup>, 23<sup>rd</sup>
- April 6<sup>th</sup>, 27<sup>th</sup>
- May 11<sup>th</sup>, 25<sup>th</sup>
- June 8<sup>th</sup>
- Sept 14<sup>th</sup> and 28<sup>th</sup>

Accredited by the Association for Coaching and the LBCAI



# Programme Content

## Conceptual Frameworks

- Coaching defined
- Coaching versus other ways of helping
  - ABCD Model of Coaching
  - Gestalt Cycle in Coaching
- Person centred development
  - Change Theory/ACE
  - GROW Model
- Emotional Intelligence and Coaching

## Coaching Skills

- Building rapport with clients
- Communication verbal/ non verbal
  - Questioning skills
  - Listening skills
  - Creating empathy
  - Language skills
- Working with your intuition
  - Giving feedback
  - Exploring options
  - Building creativity

## Developing your coaching practice

- You as coach (self assessment)
  - Entering & contracting
  - Boundaries in coaching
- Uncertainty & anxiety in coaching
  - Self monitoring as a coach
  - Developing your skills
  - Ethical Issues in Coaching
  - Marketing & Prospecting

## Coaching Tools/ Techniques

- Values clarification
- Exploring Purpose
- Limiting/Empowering beliefs
  - Goal setting
  - Meta views
- Visualisation techniques
- Perceptual positioning
- Overcoming Obstacles/ Resistance
- NLP Tools and Techniques

## Coaching Practice

- Exercises/Live Coaching
  - Supervisory sessions
  - Peer/ pro-bono coaching
  - Case presentations
  - 360 degree feedback
- The use of Self in Coaching
- Transference and Counter Transference in coaching

## Coaching in Organisations

- Types of coaching
  - Being an internal coach
  - Choosing a coach
- Coaching and organisational change
  - Leadership and Coaching
  - Business/Coaching model
- Performance Management and Coaching
  - Career Coaching
  - On-board coaching
- Coaching for high performance
- Team coaching – Developing dialogue skills
- Linking coaching to business processes

The programme provides significant opportunity for the application of learning. It is grounded in the theory and application of principles from the worlds of applied psychology, change management, counselling, psychotherapy, sports psychology and success literature.

# About TCMP and the Programme Leaders

## TCMP

The Coaching and Mentoring Partnership (TCMP) is one of Ireland's leading providers of mentoring and coaching services. TCMP is dedicated to helping organisations grow and develop through creating conditions that can unleash the potential and commitment of employees. TCMP provides a one stop shop for all your coaching and mentoring solutions. We will help your organisation:

- To create a culture of coaching and learning
- To train and develop internal coaches and mentors
- By sourcing and providing highly skilled external coaches / mentors
- By providing ongoing supervision for internal coaches / mentors
- To link these initiatives to other HR frameworks, including talent management, succession planning and other HR practices.

**June Duffy**, is founder and managing partner of The Coaching and Mentoring Partnership. With a background in organizational psychology, June has spent 25 years in the leadership development arena and has held leadership roles in companies such as BP Oil, ICL (International Computers Limited) and Statoil Ireland. June has also worked as an associate consultant with the Tavistock Institute, London.

For more than 8 years, June has trained executives and consultants to be business coaches. Her coaching diploma attracts clients from ASL, Deloitte, Central Bank of Ireland, ESB, Google, Pioneer Investments, Pfizer, PwC, Microsoft, National Lottery and Standard Life. June is part of the coaching faculty in many companies in both the public and private sector. In 2010 June was Nominee for the Association for Coaching Honorary Award for Influencing the development of coaching.

June has an Honours Degree in Psychology and a Masters in Social and Organisational Psychology from UCD. She has a Masters Degree in Organisational Consultancy from the Tavistock Institute and is a CIPD (Chartered Institute of Personnel Development) Fellow. She is also a member of the Association for Coaching, the Life and Business Coaching Association of Ireland and the Institute of Training and Development.

**Viv McDade** has held leadership roles in education, financial services and IT in international corporate and SME environments. She has practical management and leadership experience in both the HR and business arenas.

In addition to being an experienced consultant and business coach, Viv has a strong track record in facilitating management/leadership development and organisation change/renewal programmes.

Viv has a B.A. in English and Sociology and an Honours Degree in Organisational and Counselling Psychology (both from South Africa) and a Masters Degree in Creative Writing (Ireland). She also holds a Teaching Diploma (London) and a Diploma in Executive Coaching from the Coach Institute of Ireland.

## Entry to the Programme

While there are no formal requirements for attending the programme, all participants would be expected to have experience of or exposure to managing and leading people. Entry to the programme is based on an in-depth interview with one of the programme leaders. This interview is to ensure that the programme is right for the participant and that the participant will be able to get the maximum learning from the programme.

## Accreditation

The TCMP Diploma is accredited by the Association for Coaching – a leading international professional body for Coaches, Training/Coaching Providers. The AC is an independent non-profit organisation with the goal to promote best practice, raise awareness and standards across the Coaching industry. The diploma is also accredited by the LBCAI (Life and Business Coaching Institute of Ireland).

The requirements for achieving these accreditations will be explained to participants as part of the interview process

## Number of participants

The number of participants will be limited to a maximum of 16 per programme.

## Course Fees: €4,250

Price includes

- All course training and participants training material
- Main text books
- Accreditation from relevant organisations
- Telephone support
- Tea and Coffee

A deposit of €800 is required to reserve your place on the programme.

You are also required to take some supervision when on the programme. These costs are not included in the above fees.

## Next Steps

To learn more about this programme or to arrange an interview please contact June Duffy at 086-2301520 or email [june@juneduffy.ie](mailto:june@juneduffy.ie)

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