



THE COACHING
& MENTORING
PARTNERSHIP

Diploma in Executive and Leadership Coaching

12 Day Programme

OCTOBER 2020 – MAY 2021



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
- Practicing 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

Programme Dates

The course runs over 8 months from October 2020 to May 2021. Classes run from 9.30 – 4.30

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

Programme Dates:

- October 15 & 16th
- November 6th and 20th
- December 11th
- January 8th and 22nd
- February 5th and 26th
- March 19th
- April 16th
- May 21st

Accredited by the Association for Coaching



Programme Content

Conceptual Frameworks

- Coaching defined
- Coaching versus other ways of helping
 - Cognitive Coaching
 - Gestalt Cycle in Coaching
 - Depth Psychology
 - Person centred development
 - Change Theory/ACE
- Emotional Intelligence and Coaching
- Neuroscience and Coaching

Coaching Tools/ Techniques

- Values clarification
- Exploring Purpose
- Limiting/Empowering beliefs
- Outcome Frameworks
- Meta views & Visualisation techniques
- Perspective Taking
- Overcoming Obstacles/ Resistance
- NLP Tools and Techniques

Coaching Skills

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

Coaching Practice

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

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 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 TCMC

TCMC

The Coaching and Mentoring Partnership (TCMC) is one of Ireland's leading providers of mentoring and coaching services. TCMC is dedicated to helping organisations grow and develop through creating conditions that can unleash the potential and commitment of employees. TCMC 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.

Since establishing her consultancy practice in 2005 June has worked with a variety of organisations in the private and public sector in the areas of strategic change, organisational and leadership development and executive coaching. She is part of the Deloitte, Microsoft, Senior Public Servant and Central Bank of Ireland coaching teams. She was part of Diageo's Executive Coaching faculty, having been selected from a pool of 700 coaches worldwide.

For more than 14 years (and through across 21 Programmes), June has trained executives and consultants to be business coaches. Participants on this programme come from companies such as – Accenture, AIB, ASL Airlines Limited, Beaumont Hospital, Coke-Cola, Deloitte, ESB, HSE, KPMG, Irish Life, NTMA, Pioneer Investments, PwC, Temple Street Children's Hospital, and various Government Departments.

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.

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 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: €4,950

Price includes

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

A deposit of €750 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

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