

Certificate in Performance Coaching

Overview: The ITOL Certificate in Performance Coaching is designed for those who wish to achieve a high level of coaching proficiency. We move beyond the traditional behavioural coaching frameworks (e.g. 'grow') to explore more detailed approaches to performance coaching. We also explore the dimensions of human behaviour that can prove a sticking point to sustained performance improvement.



During the three days you will learn...

The principles of Performance Coaching: You will be able to explain the principles that underpin coaching and which make it unique from other forms of development such as mentoring and training. These principles will guide everything you do as a coach from then on.

Skills of a performance coach: You'll learn what skills you need to develop to be an effective performance coach including interpersonal, communication and organisational skills.

Powerful communication skills: You'll be able to use this tool to clarify the specific areas of concern of the person you are helping and enable them to assess the challenges they need to overcome.

Coaching models: You will be able to use two powerful coaching models (not 'grow') to create success. You will be able to help the individual to identify goals, where they are currently, the range of options for taking action and the specific steps they will take to achieve their goal. These models help to create commitment to action and identify hindrances.

Goal setting models: You will be able to use different goal setting models to ensure an individual can identify their goals in detail pinning down how they will know that they have succeeded, what the goal gives them and why it motivates them, the time frame for achieving it and what makes it difficult such that coaching is needed.

Values in Coaching: What we make important and the things that drive us to success often relate directly to the level of performance we accomplish. Allowing people to ensure that the work they do works with, rather than against, their values is crucial in achieving lasting performance improvement. You will learn how to find out someone's core values and how these can be harnessed for success.

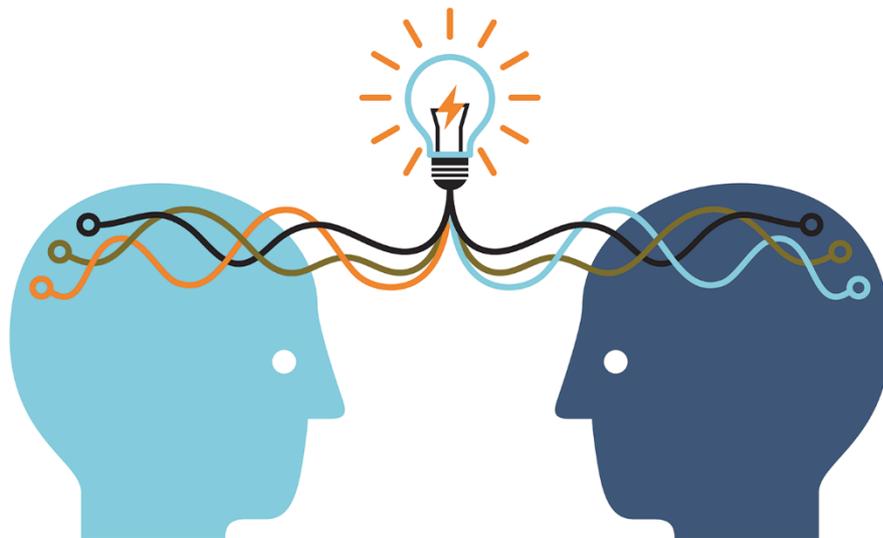
Feedback in Coaching: You will be able to provide the most appropriate feedback to your coachee and do so in a way that helps motivation.

Who would benefit: Anyone involved in managing the performance of staff. This is ideal for occasional coaches including HR officers, office managers, team leaders and project managers.

Learning & Assessment: You will be continually assessed throughout the programme as you demonstrate practical skills. You will also keep a reflective learning journal and this will form the basis of a guided conversation with your trainer.

Your fee of £1,995 includes:

- Comprehensive course notes
- Personal Learning Journal
- Supplementary learning resources
- Lunch, tea and coffee on all workshop days;
- Marking & moderation
- First year Membership of the Institute



On successful completion of the qualification you will be awarded the ITOL Certificate in Performance Coaching. The qualification is accredited by ITOL and is equivalent to QCF Level 4 and EQF Level 5.

For more info ring 0845 475 1969