



Course Outline for GOLD and DIY Coach Training

Module 1: An Introduction to Coaching

Outcomes: At the end of this Module, managers will know what Executive Coaching involves. They will take away some practical steps to action and coaching questions that can help them bring out the best in their staff. They will also know the planned outcomes from the full course and the impact it could have on themselves and their staff. They will know if this course is for them.

Module 2: “You the Coach”

Outcomes: At the end of this Module, students will have done the personal planning required for moving from a traditional management style to a collaborative coaching style. They will have an understanding of "Emotional Intelligence"; what it means to be Coachable; what commitment to this process involves and will have decided "Who" they want to coach and "Why".

Module 3: “Understanding Them”

Outcomes: At the end of this Module, students will have conducted their initial coaching conversation with staff and researched their staff's professional interests, what challenges them and what inspires them. Students will have practised their empathic skills to become more aligned with their staff's perspectives and their view of future opportunities. Students receive their first coaching feedback from staff.

Module 4: “Goal Setting”

Outcomes: At the end of this Module, students will have completed their second coaching session with their chosen staff member. They have learnt how to enthuse another by drawing on the strengths of their staff and how to ask powerful questions that help staff begin to visualise ideal outcomes and possibilities. Students will be using the SMART goal setting technique to help staff set an inspiring goal for themselves and enable them to uncover options and strategies.



Module 5: “Seizing Opportunity”

Outcomes: At the end of this Module, students will have completed their third coaching session with staff. They will have discussed strategies and options for achieving the agreed goals and have practiced their "enthusing" skills for building commitment and accountability. The staff will have committed to actions and agreed how they should be held accountable within the agreed timeframe.

Module 6: “Feedback”

Outcomes: At the end of this Module, students will have a good understanding of up to 4 Coaching Feedback Models and how to use them. They will have completed their fourth coaching session with staff, followed up their staff on the actions agreed to and conducted a self analytical Feedback session. The student would have discussed accountability regarding performance, used the tools provided and agreed next steps with staff.

Module 7: “Becoming a Consistent Coach”

Outcomes: At the end of this Module, students will have completed their 5th coaching session with staff discussed their outcomes and conducted a self analytical feedback session. The student would have discussed accountability with their coachee, used the tools provided and agreed next steps. But most importantly, the student will have reflected on what they have learned, and made a decision about the style of leadership and manager they want to become and the legacy they want to create for themselves by developing others.

Final Step

As a final step in the course, all students complete the Coaching Secrets Challenge: a 500 word self reflection on how their skills have improved, based on the feedback they have received. We interview their coachee and present a Coach Training Completion Certificate.