



## Structure and teaching

- Individual support via an initial half-day briefing with your CMS followed by 5 individual sessions (6 hrs) plus 2 hours of feedback
- Develop your skills with 3 practice coaching sessions with 3 volunteer coachees each month
- Raise your self-awareness and build your knowledge through readings, hours of streamed content and different measurement tools

## Indicative content

- Develop core skills including questioning, listening and feedback
- Develop a simple set of process tools to manage the coach-mentoring relationship
- Develop some questioning sequencing techniques such as GROW and Appreciative Inquiry
- Develop enhanced objective reflection techniques
- Develop an understanding of relevant ethical issues

## How will I be assessed?

Each month you will reflect on your entire learning from that month via Learning Logs and write Reflection Notes (8) that you submit online. These Reflection Notes, alongside personal learning plans (2), feedback from your volunteer coachees (180 Benchmarking) and your CMS form the basis of your submission file which is then assessed against the stated learning outcomes for the programme.

## Other benefits

- Join and access the benefits of OCM Alumni network with 2000+ members
- Free 1-year membership to EMCC whilst qualifying
- Dedicated Learning Portal to access your learning resources and portfolio wherever you are, whenever you like
- Dedicated Programme Support Manager to assist with any programme queries
- Friendly team and permanently manned office

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# Certificate in Coach-Mentoring



### Why take this course?

To develop the core skills, tools and techniques to act as an effective coach-mentor in a range of situations and contexts. In business, this may include helping and supporting others to take control of their own learning to improve and maximise their performance.

### What will I experience?

Designed for an individual, during this programme you will work with your own coach-mentor supervisor (CMS) who will guide you through a structured process of learning, practice and reflection. You can expect a blended learning approach, using a mixture of traditional and online learning opportunities.

### What is our coaching philosophy?

We believe that there is no right or wrong way to coach-mentor. We believe you need to develop a range of skills, tools and techniques

to be effective in a range of situations and contexts. We believe you need to know when to adjust your style and/or approach to be effective in any given situation. We believe you need to be authentic and strive for simplicity. We call this situational coach-mentoring.

### What opportunities will it lead to?

If you're an internal coach, you will be a competent and effective coach-mentor who can practice effectively and ethically within your organisation. If you lead or manage people, you will improve your ability to have difficult conversations and improve the performance and engagement of your direct reports and/or team.



### Essential:

**Duration:** 6 months

**Time commitment:** 10 to 15 hours per month

**Accreditation:** EMCC Foundation Level

**Entry requirements:** Good business English and an appetite to learn

**Fees:** £2,995 + VAT

**Contact:** Ed Parsloe

**Delivery format:** Distance learning.