

Programme Overview

Coaching Senior Teams – a Senior Practitioner level 50-hour accredited short course 2024/25

Module number	Content	Method
<p>23/9/24 - 30/9/24</p> <p>1 week</p> <p>Welcome and Introduction Module</p>	<ul style="list-style-type: none"> • An overview • Learning principles • What’s expected • EMCC Team Coaching Standards • The human side of being a coach to a senior team • The way to successful assessment 	<ul style="list-style-type: none"> • Online learning platform, known as the “Pathway” • Access to resources
<p>Module 1</p> <p>30/9/24 - 28/10/24</p> <p>4 weeks</p> <p>Getting started</p> <p>Me as a team coach</p>	<ul style="list-style-type: none"> • Supervision and your OCM coach’s role • Reflective practice and your reflective journal • Introducing Facet 5 • Self-assessment questionnaire and reflection of existing team coaching practice • The coach’s values • Diversity and Inclusion • Development planning • Introducing the course forum 	<ul style="list-style-type: none"> • Pathway and course reading material introduced • Online forum (introductions and connecting with course peers) • Send reflection of your existing practice to your OCM coach • Begin Reflective Journal
<p>Module 2</p> <p>28/10/24 - 25/11/24</p>	<ul style="list-style-type: none"> • Organisations’ values • Speaking the language of your senior team • What Senior Teams want from their coach • Selecting a senior team to work with 	<ul style="list-style-type: none"> • Pathway activities • 1st (of 3) 121 Session with OCM coach

<p>4 weeks Stakeholders</p>	<ul style="list-style-type: none"> • Multi-Stakeholder contracting and relationship management • Multi-Stakeholder diagnostics 	<ul style="list-style-type: none"> • 5/11/24 Live learning event 1 of 3 (3 stage- pre work, live, ALS) on topic of: Stakeholder Management and Diagnostics (9.30am to 12.30pm) • Learning share with peers via online forum • Reflective Journal
<p>Module 3 25/11/24 – 23/12/24 4 weeks The ELECTRIC team coaching model</p>	<ul style="list-style-type: none"> • Start coaching your team (this will be 10 hours of practice over the coming months, in total) • Using the ELECTRIC coaching model with senior teams • Joining a senior team wherever they are at • The things coaches might overlook 	<ul style="list-style-type: none"> • Pathway activities • Using The OCM’s ELECTRIC model with senior teams - videos • Learning share with peers via online forum • Reflective Journal
<p>Module 4 23/12/24 – 3/2/25 6 weeks Psychometrics, experimentation and the agile coach</p>	<ul style="list-style-type: none"> • Continue your work with a senior team • Your own Facet 5 profile • Psychometrics with senior teams • The agility of the team coach • Courageous coaching • Managing the team coaching process • Experimentation and adaptability 	<ul style="list-style-type: none"> • Pathway activities • 9/1/25 Live learning event 2 of 3 (3 stage- pre work, live, ALS) on topic of: Psychometrics and Experimentation (including Facet 5) 9.30am to 12.30pm • Facet 5 profile (already provided with feedback prior to event) • Learning share with peers via online forum • Reflective Journal
<p>Module 5 3/2/25 – 3/3/25 4 weeks</p>	<ul style="list-style-type: none"> • Continue your work with a senior team • The wider system • Culture and behaviour in organisations 	<ul style="list-style-type: none"> • Pathway activities • 2nd (of 3) 121 session with an OCM coach • Learning share with peers via online forum

<p>Systems thinking</p>	<ul style="list-style-type: none"> • Leadership behaviour • Systems thinking and group dynamics 	<ul style="list-style-type: none"> • Reflective Journal
<p>Module 6 3/3/25 – 14/4/25 5 weeks Working with partner coaches</p>	<ul style="list-style-type: none"> • Continue your work with a senior team • Partnering with other coaches • Ethics in coaching • Developing your own team coaching philosophy 	<ul style="list-style-type: none"> • Pathway activities • Ethics in coaching- including video • Learning share with peers via online forum • Action learning set (ALS) piece • Reflective Journal
<p>Module 7 14/4/25 – 12/5/25 4 weeks Self-care and resilience</p>	<ul style="list-style-type: none"> • Continue your work with a senior team • Self-confidence and self esteem • Self-assessment questionnaire • Resilience • The wellbeing of the coach • Handling isolation and conflict • Collaboration • The importance of supervision • Self-Care and resilience statement 	<ul style="list-style-type: none"> • Pathway activities • 1/5/25 Live learning event 3 of 3 (3 stage- pre work, live, ALS) on topic of: Self Care and Resilience (9.30am to 12.30pm) • Learning share with peers via online forum • Reflective Journal
<p>Module 8 12/5/25 – 9/6/25 5 weeks My team coaching</p>	<ul style="list-style-type: none"> • Conclude your work with a senior team • Getting feedback from your senior team • Repeat of self-assessment questionnaire • Your beliefs and values • Team Coaching Model and approaches 	<ul style="list-style-type: none"> • Pathway activities • Learning share with peers via online forum • 3rd (of 3) 121 session with an OCM coach • Reflective Journal

Coaching Senior Teams 50 hours short course at SP level

<p>philosophy and signature practice</p>	<ul style="list-style-type: none"> • Setting out your coaching philosophy and signature practice 	
<p>Module 9 9/6/25 – 7/7/25 4 weeks Evaluation and supervision</p>	<ul style="list-style-type: none"> • ROI and Evaluation • Themes from your own evaluation • Planning for future evaluation • Supervision and reflective practice for the Senior Team Coach • Simple plan for your ongoing development • Preparation for assessment 	<ul style="list-style-type: none"> • Pathway activities • Getting feedback from the team- including video • Learning share with peers via online forum • Reflective Journal
<p>Module 10 7/7/25 – 11/8/25 Up to 5 weeks Assessment</p>	<ul style="list-style-type: none"> • All assessment evidence is created during the modules, leaving just the assembly of the items in the Assessment module • Set of questions which cover all 12 EMCC Team Coaching Standards- answered to required level <p>These include the following:</p> <ul style="list-style-type: none"> Presentation with audio Diagram/methodology of own coaching philosophy Evaluation/testimonials from clients and sponsors Final reflective statement and ongoing development plan 	

Coaching Senior Teams 50 hours short course at SP level