

A tailor-made programme to accredit experienced coach-mentors at EMCC Senior Practitioner level. The programme is designed to confirm competence and allows you to gain recognition from experience and learning against the EMCC competence framework.

## SUITABILITY

The programme is intended for those individuals who already have, or believe they have and can demonstrate, existing experience and capability at the equivalence of EMCC Senior Practitioner.

It is not suitable for those individuals who do not have appropriate levels of theoretical, philosophical and practical competence in coaching and mentoring. As a basic requirement you will need to have completed at least 500 learning hours within the past 3-5 years, from a range of relevant experiences.

The APEL programme is not a developmental process. Those who are looking for that level of input will enrol on the Advanced Diploma programme.

## ACCREDITATION

Practice and Professional: EMCC Senior Practitioner Level.

## DURATION

Usually 4—9 months (flexible, part-time) Number of input days: ½-day briefing  
Average hours required per month: Depends on individual circumstances.

## NUMBER OF PARTICIPANTS

Individual or in groups PLUS Invitation to join The OCM Alumni Network.

## COST

Having successfully completed the Senior Practitioner self-assessment and been accepted onto the programme you will then need to choose your route through the programme.

The invoicing structure is as follows:

Self-managed Track - £1,850 +VAT

Fast Track (6 hours of CMS support) - £2,500 +VAT

Supported Track (12 hours of CMS support) - £3,500 +VAT

Additional coaching sessions (minimum of 2 hours) - £450 +VAT.

## LOCATION

Our Senior Practitioner in Coaching and Mentoring (APEL) programme is self-managed and your personal supervision sessions (as required) are held at mutually convenient times and locations and can also be conducted over the telephone.

## AIMS OF THE PROGRAMME

- To provide opportunities to confirm existing knowledge, understanding, skills and experience in relation to the EMCC Practitioner Level standards and then at the Senior Practitioner Level standards
- To identify any 'gaps' in current capability and develop a planned approach to address them
- To provide a clear upgrade path from a range of earlier qualifications to the new EMCC Senior Practitioner Level standards
- To identify any 'gaps' in current capability and provide a personal development approach to address them.

## APPROACH

After assessing competence via 2 x self-assessment exercises at Practitioner and Senior Practitioner Levels, you will participate in a ½-day briefing with your Coach-Mentor Supervisor (CMS), who will help you identify your route through the programme. The CMS will, if required, provide ongoing support and guidance on evidence

collection and portfolio building to meet the EMCC Senior Practitioner Level competences.

## COMPETENCES

- Ability to display appropriate personal attributes for effective coach-mentoring
- Ability to explain the skills and knowledge needed for effective coach-mentoring
- Ability to apply learning and experience to your own practice for the benefit of your learners/clients
- Ability to manage the coach-mentoring process to maintain and develop an effective and professional approach to your practice.

## ASSESSMENT

The practice and professional component of your submission file will be assessed against the following standards:

EMCC Senior Practitioner Level competences.

## APPLICATION

- 1 x self-assessment at EMCC Practitioner Level
- 1 x enrolment application form including a signed statement of competence
- C.V.

## GETTING STARTED

Following formal acceptance onto the programme you will enter the APEL programme process. This is shown on the next page.

You will be assigned a Coach-Mentor Supervisor (CMS) who will support you through the APEL process.

## PORTFOLIO BUILDING

With guidance and support from the CMS, you will build a comprehensive personal portfolio which accurately reflects on your coaching and mentoring practice and processes together with critical reflections on past experiences and learning.

If continuing on the APEL programme, you will then identify at least 5 of your previous or current learners/clients to complete our 180° feedback benchmarking exercise. The analysed output of these will produce quantitative and qualitative evidence to confirm you are meeting the standards required at Senior Practitioner Level.

## SUBMISSION FOR ASSESSMENT

When you have completed your chosen route through the programme, you will be required to provide a submission file containing evidence that shows you have demonstrated equivalence to the Senior Practitioner Level competences. The following list is an indicative checklist of the evidence you will need to put into your online submission file:

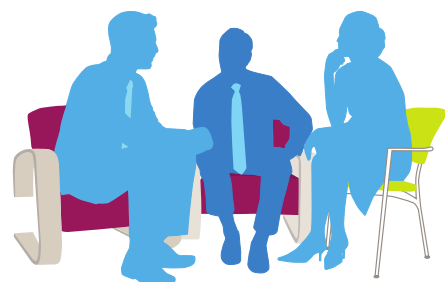
- Feedback from the Senior Practitioner Level self-assessment
- A Reflective Statement (750-1,000 words) indicating ease of collection of the required evidence to meet the requirements of the programme
- A Personal Learning Plan: to address any 'competence gaps' at Senior Practitioner Level
- APEL Log of Learning Hours
- The 180° feedback benchmarking report from the required number of past/current learners/clients
- 4 x Summary Reflective Statements (1,500-2,000 words each), and other appropriate, cross referenced evidence, relevant to demonstrating your competence at Senior Practitioner Level
- Copies of relevant coach-mentoring practice documents, Continuous Professional Development (CPD) and supervision activities.

## TECHNICAL REQUIREMENTS

You will need to be in a location where there is access to, and the ability to competently use:

- an Internet connection — preferably broadband (ISDN is acceptable, but will be slow)
- Microsoft Internet Browser Version 6 or above
- Microsoft Windows 97 and Office 97 or above
- a regularly updated virus checker installed.

If you are a MAC user please check with us for compatibility.



# Senior Practitioner in Coach Mentoring (APEL)

