

The programme builds on the Practitioner level of coaching and mentoring and includes levels of knowledge and practical experience to enable you to work with senior management and boards. You will develop your potential to act as a professional coach-mentor in terms of process, style and coaching skills in complex contexts and specifically in relation to work-life-balance, team coaching, leadership, creating a coaching culture and psychological issues.

SUITABILITY

For specialists working with executives, directors and boards as well as senior managers and independent professionals working with senior and middle management.

As a basic requirement, you should have English as the first language (GCSE or grades A-C), O-level English Language, IELTS 6.0 or TOEFL at 600 equivalent PLUS a degree or equivalent professional qualification and 4 years' practical experience.

ACCREDITATION

Practice and Professional: EMCC Senior Practitioner Level

Academic: 40 CAT Credits at Masters Level 7
Credit rated by Oxford Brookes University

DURATION

10 months (flexible, part-time)
Number of input days: 8 mandatory days
Average hours required per month: 50 hours

NUMBER OF PARTICIPANTS

4 — 20 PLUS Invitation to join The OCM Network

COST

£6,575 (+ VAT)

LOCATION

Our Advanced Diploma programmes are delivered by qualified coaching experts as well as your own personal

Coach-Mentor Supervisor (CMS) who will be assigned to you. Our workshops are usually run in Oxford, UK with personal coach-mentoring sessions normally held in your workplace or at a mutually convenient time and location.

APPROACH

You will be guided by your personal, qualified Coach-Mentor Supervisor through a range of blended learning opportunities. This will include one-to-one coaching sessions; practice sessions with volunteer learners; Internet-based self-assessments of competences; a Learning Portal; guided reading and written reflections. You will also attend 4 x 2-day workshops and participate in a learning community via telephone conference tutorials, Internet discussion groups and 2 optional action learning sets.

AIMS OF THE PROGRAMME

- To develop critical and independent thought as a basis for enhanced coaching-mentoring practice and participatory learning
- To develop the capacity to act as an effective coach-mentor, including acting as a consultant to colleagues
- To develop the capacity to communicate and collaborate effectively with learners, colleagues, clients and / or the wider community
- To develop an awareness of pertinent ethical, psychological, diversity, technological and organisational issues for the context of coaching and mentoring

- To develop the ability to contribute to contemporary debate in the area of coaching and mentoring.

LEARNING OUTCOMES

- Ability to act consistently as an effective coach-mentor.
- Ability to demonstrate comprehensive knowledge and understanding of models and their application for the development and improvement of coaching and mentoring practice.
- Ability to anticipate and manage ethical issues within coach-mentoring practice.
- Ability to reflect critically on their own strengths and needs as a coach-mentor
- Ability to articulate their practice via a Summary of Practice Report to academic Level 7, Masters Level standard.

ASSESSMENT

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

- EMCC Senior Practitioner Level competences
- The stated learning outcomes of the programme.

SKILLS DEVELOPMENT WORKSHOPS

4 x 2-day skills development workshops provide assessment feedback and peer group reviews. You will gain experience of collaborating in a learning community through these skills development workshops.

FACE-TO-FACE OR TELEPHONE COACHING

You will arrange 15 hours of face-to-face/telephone conversations and feedback with your own Coach-Mentor Supervisor who will work with you to select your own context for coaching and mentoring practice. You will also meet regularly for a minimum of 20 hours with your 3 volunteer learners. If requested, additional hours of coaching with your personal coach-mentor may be purchased.

ACTION LEARNING SETS & PEER GROUP SUPERVISION

Action learning sets are self-managed and organised on a convenient geographic or online basis. You can also choose to join one of our many local support groups near you for Continuous Professional Development (CPD) and peer group supervision of your ongoing practice.

ONLINE SELF-ASSESSMENTS & RESOURCES

Learning to learn using electronic communication is an important aspect of the programme. You will be required to

use the **Programme Support System (PSS)** to access all your programme resources, documentation and communications.

Online competence self-assessments, Internet-based discussion groups and a very extensive range of online resources and products will be available for the duration of your programme. Your access to the online facility does not end at the conclusion of your programme: after graduating you will be entitled to a further years' free membership of The OCM Network.

KNOWLEDGE MODULES

Throughout the programme you will be required to complete knowledge modules to develop understanding and explore the application of theory to practice. There are 5 prescribed knowledge modules and 2 optional topic choice modules. You will be provided with books that cover the prescribed texts. A full list of knowledge modules can be provided on request.

180° FEEDBACK BENCHMARKING

After you have held at least 4 coach-mentoring sessions with your learners, our 180° feedback benchmarking questionnaire will provide you with quantitative and qualitative evidence to evaluate your progress in meeting the standards required for your award.

MASTER CLASSES

These video-based Master Classes are led by qualified experts and published authors such as John Whitmore, John Leary-Joyce, Eric Parsloe and Julie Starr. Subjects covered range from transpersonal coaching, informal coaching, executive coaching, to the Gestalt approach to coaching and mentoring.

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
- a computer with a CD-ROM drive, ability to play audio and a printer
- Flash Player 9 for video plug-ins
- 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.

Overview

MONTH	WORKSHOPS AND COACH-MENTORING	DEVELOPING HANDS-ON EXPERTISE	KNOWLEDGE MODULES AND LEARNING RESOURCES	SELF-ASSESSMENTS AND DISCUSSION THREADS
1	<p>2-day briefing</p> <p>Contracting session with Coach-Mentor Supervisor (CMS)</p>	Contracting sessions with 4 x Learners	<p>Online Learning Portal - Senior Practitioner Level (for ongoing use throughout the programme)</p> <p>Knowledge Module 1</p>	<p>Peter Honey internet-based 'Learning Series'</p> <p>Thread 1</p>
2	Individual session with CMS	Coaching sessions with 4 x Learners	<p>Knowledge Module 2</p> <p>Telephone Tutorial 1</p>	<p>EMCC Practitioner Level coaching and mentoring competences</p> <p>Thread 2</p>
3	<p>2-day workshop</p> <p>Individual session with CMS</p>	Coaching sessions with 4 x Learners	<p>Knowledge Module 3</p> <p>Telephone Tutorial 2</p>	<p>Coaching Values and Behaviours</p> <p>Thread 3</p>
4	<p>Individual session with CMS</p> <p>Optional self-managed Action Learning Session (ALS)</p>	Coaching sessions with 4 x Learners	<p>Knowledge Module 4</p> <p>Telephone Tutorial 3</p>	<p>Coaching ethics</p> <p>Thread 4</p>
5-6	<p>2-day workshop</p> <p>Individual session with CMS</p> <p>Optional self-managed ALS</p> <p>180°feedback benchmarking exercise</p>	Coaching sessions with 4 x Learners	<p>Knowledge Module 5</p> <p>Telephone Tutorial 4</p>	<p>EMCC Senior Practitioner Level Coaching and Mentoring competences</p> <p>Thread 5</p>
7-8	<p>2-day workshop</p> <p>180°feedback benchmarking report</p>	Coaching sessions with 4 x Learners	<p>Knowledge Module 6</p> <p>Telephone Tutorial 5</p>	Thread 6
9-10	<p>Optional self-managed ALS</p> <p>Individual session with CMS</p>		Knowledge Module 7	Thread 7
11-12			<p>Submission file date for assessment and certification: Within 12 months of the initial briefing session</p>	Review EMCC Senior Practitioner Level coaching and mentoring competences