

Leaders in coach-mentoring



global provider of premium
coach-mentoring services,
qualifications and personal
development products



The OCM operates in three complementary areas and provides organisations with the most complete range of coach-mentoring services available in the UK and Europe.

The OCM leads the field in the provision of coach-mentoring qualifications and in company accredited or tailored development programmes including a diverse portfolio of workshops and much, much more.

These services are supported by the use of cutting edge and innovative online products derived from our years of practical applications and our extensive coach-mentoring knowledge and research. These products are delivered either via the online store section of our website or we can create a customised Learning Portal for your organisation to include many additional features to support your specific coach-mentoring activities as well as your budget. Please see our online brochure for more information or speak to Ed Parsloe who can discuss this in more detail.

IN COMPANY EXPERIENCE AND ORGANISATIONAL KNOWLEDGE

At The OCM, we understand what works in business and what doesn't.

We will work with you to develop a strategy that delivers the business improvements that coaching and mentoring enables by developing your people, regardless of the geographic scale or scope of your business.

When in company, we apply the unrivalled knowledge and practical approach to coach-mentoring we've developed over many years with a combination of innovative online solutions and highly qualified professionals, with extensive business experience, to provide a 'complete' coach-mentoring package.

Organisations that embark on our accredited and skills development programmes not only gain practical coaching skills for their people but all participants experience increased self-awareness and competence; after all, for most businesses, true competitive advantage comes from their people. By increasing the capabilities of line managers and specialist coaches, we enable them to make a real difference to your business.

The behavioural and culture changes we achieve can also assist other leadership and change initiatives, helping to encourage a more effective management approach. Our record speaks for itself.

We understand it is important for you to find the right organisation and the right approach for you: our award winning team is on hand to guide and support you through each step of your learning journey.

	THE OXFORD SCHOOL	IN COMPANY	ONLINE PORTAL	ONLINE STORE
BRIEFING DAYS	•	•		
WORKSHOPS	•	•		
MASTER CLASSES	•	•		
1-2-1 COACHING	•	•		
1-2-1 TELE-COACHING	•	•		
KNOWLEDGE MODULES	•	•		
LEARNING PORTALS	•	•	•	
VIDEO MASTER CLASSES	•	•	•	•
SELF-ASSESSMENTS	•	•	•	
180 BENCHMARKING	•	•	•	
AUDIO SKILLS DEV PRODUCTS	•	•	•	•
CPD PRODUCTS	•	•	•	•
DISCUSSION THREADS/FORUM	•	•	•	
GROUP TELEPHONE TUTORIALS	•			
ACTION LEARNING SETS	•	•		
COACHING PRACTICE WITH LEARNERS	•	•		
PROCESS TOOLS	•	•	•	•
ACCREDITATION	•	•		
MENTORING MODULES	•	•		
COACH MATCHING		•		
SENIOR EXECUTIVE COACHING		•		
EXECUTIVE COACHING		•		
IMPLEMENTING A COACHING CULTURE		•		
LEARNING LUNCHES		•		
CONFERENCES	•	•	•	

We have an international reputation for the most advanced and proven capabilities in a wide range of coach-mentoring products and services.

- A recognised leading provider of coach-mentoring qualifications in the UK and Europe. Launched in 1998 and led by Eric Parsloe, one of the founding members of the EMCC. Eric has been closely involved in the development of professional standards within the industry.
- From 1998 to 2008 The OCM has produced over 1000 graduates from its various qualification programmes. Currently a further 293 candidates are registered on qualification programmes.
- We have a number of clients with formal alliances or preferred supplier status agreements and currently these include, BAA, Norwich Union, BUPA, Friends Provident, Mars University, Royal Bank of Scotland, Amadeus, and the Chartered Institute of Personnel and Development (CIPD).

- We have won the Business Britain Executive Education Solutions Provider of the Year award for the last 3 years: 2005, 2006 and 2007.

Our approach to development is positive, holistic and learner-centred. We see our role as primarily helping organisations to build the internal capability to ensure that coaching and mentoring skills become an active and permanent feature of an organisation’s culture and day to day management style.

We work within a clear statement of beliefs, assumptions and values as well as a rigorous Code of Ethics in line with the Code developed by the European Mentoring and Coaching Council (EMCC). These codes, as well as further details of the organisation, can be found on our website www.theocm.co.uk

All our Faculty Coach-Mentors and Associates hold a recognised professional coach-mentoring qualification in addition to their extensive practical business experience. Their coach-mentoring capability is complemented and enhanced by many years of experience working at all levels across both the public and private sectors.

Our recent in company clients

The table below shows our most recent client history and a brief description of the type and scale of work we undertook.

CLIENT NAME	TYPE OF WORK
British Airport Authority (BAA)	Developing a community of practice and skill development programmes
Norwich Union	Coaching for Performance; Becoming a Coach and Advanced Coaching Development programmes; In company Certificate qualifications
Royal Bank of Scotland	Mentoring for All programme
Petrofac	In company Certificate programmes
Royal Borough of Kensington and Chelsea	Introductory Coaching workshops
Mars University	In company tailored accredited programme
Chartered Institute of Personnel & Development (CIPD)	Delivery of their Certificate and Advanced Certificate Accredited Qualification programmes
Simply Health	In company Certificate programme and tailored development programme
BUPA	In company Certificate programme and online resources delivered via their intranet
Amadeus	Design and delivery of their Mentoring programmes and Senior Executive Coaching
THQ	Executive Coaching for MDs and Senior Managers across Europe
Hilton	In company accredited programme for HR Managers to support their Mentoring programme
Friends Provident	Internal programme assessment and provision of online resources via a Learning Portal
15 Foundation	In company Certificate in Mentoring

REFLECTIONS FROM JUST A FEW OF OUR RECENT CANDIDATES ON OUR PROGRAMMES

"I really appreciate the breadth and range of the course - there is such rich material and I'm really glad to have confirmed that coaching cannot be put in a simple box for all attempts at definitions."

"How wrong I was and now appreciate how closed my mind was to things I did not truly understand. I am now aware through the process experience and reflection of what coaching is and can be. A self-awareness that I would not have grasped if I hadn't experienced self-managed coaching experiences facilitated through the activities on this course. The various activities provided the catalyst that allowed me to learn to think in different ways which in turn allowed me make choices that facilitated change."

"An added bonus is that I no longer feel that I am fighting against time, office politics, other people and my own natural jealousies and hang-ups. The coaching insights I have gained have allowed me to self-coach my way to rising above these things to re-focus on what really matters. This has made me calmer, more effective and more confident. This is something I hope to pass on to my learners (current and future) via my coaching practice."

"I've found the process powerful and energising and it has served as a key milestone of my own personal journey through life confirming who I am and what life's really about for me."

"I have found the reflection notes the key tool - they really forced me into thinking about how I was reacting to things and what the learnings for me were. For me it has to be something about capturing the vision and meaning, and turning it into a small step in the right direction."

"At the heart of this programme, at the heart of coaching itself, seems to be the journey towards self-awareness. Even though I know I'm only a little way along that journey, I can sense the impact on my self-confidence, my self-effacement and my desire to be a better coach. And though I won't be disappointed to see the end of the course in terms of the volume of work required, I am conscious of the gap it will leave. And so I've already begun to line up my learners for next year as I continue to develop and practice this skill for life."

"As a result of the course, I have become more self-aware and conscious of raising awareness in others through effective questioning rather than directive suggestions."



The OCM has access to some of the most qualified coaches in the UK and has many years of experience in matching its coaches to clients. All our coaches hold one of our recent qualifications (or equivalent). We are able to provide coaches at all levels, for all situations at most locations in the UK and Europe.

Our senior executive and executive coaches have operated across a broad range of industries and have previously experienced life in senior management in both the private and public sectors.

SUITABILITY

Senior Executives

DURATION

2 hours for each individual session. A maximum of 3 sessions can be run in one day. Minimum contract term: **4 sessions**

COST

According to time frame and level of coach (between £1,000 and £1,500 per session depending upon level of seniority, experience)

LOCATION

To be agreed with the client

All our coaches operate and adhere to the European Mentoring and Coaching Council's strict code of ethics.

SUITABILITY

Executives

DURATION

1½ hours for each individual session. A maximum of 4 sessions can be run in one day. Minimum contract term: **4 sessions**

COST

According to time frame and level of coach (between £350 and £1,000 per session depending upon level of seniority, experience)

LOCATION

To be agreed with the client

Coach matching service

You can access details of a small selection of our coaches on our website (theocm.co.uk) but please call our office for a free, no-obligation consultation to discuss your matching requirements. We will assess your specific needs and budgetary requirements and then provide you with a selection of coach profiles to review.

Before any coach-mentoring relationship begins we ask you to arrange an initial contact meeting with your selected coach(es). If this meeting is successful we will send you a brief contract of expectations and a fee proposal.

SUITABILITY

For anyone requiring a coach-mentor

DURATION

A minimum 6-session contract, 75 minutes per session

COST

According to time frame and level of coach (from £250 per session)

LOCATION

To be agreed with the client

Accredited development programmes



Building on the success of our award winning qualifications, we have adapted the model to deliver the same quality accredited programmes in company. For full details of the courses, content and assessment criteria, please refer to The Oxford School prospectus. Alternatively, please call Ed Parsloe to discuss your organisational needs and/or to arrange a meeting.

Currently available:

Certificate in Coach-Mentoring
Certificate in Mentoring
Diploma in Professional Coach-Mentoring

In development:

Coaching for Performance
The Certificate in Starr Business Coaching
Coaching for Business Leadership

SUITABILITY

We offer a range of accredited programmes that are aimed at line managers, internal specialists and internal coaches

ACCREDITATION

All our accredited development programmes are accredited by the EMCC at appropriate levels

DURATION

6 – 10 months
Number of input days: 2 - 10
Average hours required per month: 8 – 30 hours

NUMBER OF PARTICIPANTS

6-15 **PLUS** Invitation to join The OCM Network

COST

Between £2,000 to £5,000 per candidate in groups of 12 (excl VAT)

LOCATION

All our accredited programmes are run in company

TECHNICAL REQUIREMENTS

Access to the internet with a good broadband connection

Components

SKILLS DEVELOPMENT WORKSHOPS

1-day, 2-day and ½-day skills development workshops provide a practical series to enhance and enable skill and knowledge development. You will gain experience of collaborating in a learning community through these skills development workshops.

FACE-to-FACE or TELEPHONE COACHING

You will arrange face-to-face or telephone conversations with your own coach-mentor who will work with you to select your own context for coaching and mentoring practice. You will also meet regularly with volunteer learners.

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 The OCM Network support groups near you for Continuous Professional Development (CPD) and peer group supervision of your ongoing practice.

ONLINE SELF-ASSESSMENTS LEARNING PORTALS & 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 will be available for the duration of your programme through The OCM Learning Portal. Your access to the online facility does not end at the conclusion of your programme. After graduating you will be entitled to free life 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.

180 FEEDBACK BENCHMARKING

The OCM 180 feedback benchmarking questionnaire will provide you with quantitative and qualitative evidence to evaluate your progress in meeting the standards required for your award and give your company a measurement process and an indication of ROI.

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 again delivered through The OCM Learning Portal.

Our skills development programmes are based on the tried and tested approaches developed over our many years in the qualification market.

We use many of the same resources and components as for our accredited in company programmes therefore achieving the same high quality skill development. Crucially however, these programmes are specifically designed for the busy modern manager, being less time intensive than our accredited programmes.

We currently offer the following programmes:

- **Coaching for Performance**
- **Developing a Coaching Approach**
- **Coaching to Unlock Potential**
- **Mentoring for Development**

If you would like to discuss the content of the programmes or require a programme to be tailored to meet your exact organisational needs, please contact Ed Parsloe for further information who will be happy to discuss designing your own programme.

SUITABILITY

We offer a range of skills development programmes across a broad range of subject areas that are suitable for line managers, internal specialists, mentors and coaches.

ACCREDITATION

These programmes are not accredited but are quality assured by us to meet CPD requirements. There is no requirement to submit a portfolio.

DURATION

3 - 6 months

Number of input days: Min 2 upwards

Average hours required per month: 5 - 8 hours

NUMBER OF PARTICIPANTS

6-20

COST

Between £500 and £2,000 per candidate in groups of 12 (excl VAT)

LOCATION

All our programmes are run in company

TECHNICAL REQUIREMENTS

Access to internet with good broadband connection

Our coaching and mentoring workshops are intended as introductions to the latest trends and approaches in the area of people development, management and leadership in coaching.

The purpose of the workshops is to raise awareness of the practical applications of coaching to improve understanding and skill levels through practice.

We currently offer the following workshops:

- **Introduction to Coaching**
- **Introduction to Mentoring**
- **Psychological Approaches to Coaching**
- **Coaching for Performance**
- **Coaching for Work-life Balance**
- **Coaching in the context of Change**
- **Introduction to Action Learning**
- **Group Supervision – a practical approach**
- **Manager as Coach**
- **Coaching High Performing Teams**
- **Creating a Coaching Culture**
- **Emotionally Intelligent Coaching**
- **Improve Working Relationships**
- **Coaching in SMART Objectives**
- **Coaching to work Smarter not Harder**
- **Coaching to Play to your Strengths**
- **Coaching in Business**
- **Coaching in Business Leadership**

If you would like to discuss the content of a particular workshop or require a workshop that is not listed here, please contact us for further information and we will be happy to discuss designing a workshop to meet your specific needs.

SUITABILITY

Our coaching and mentoring workshops are offered as standalone events and are suitable for line managers, internal specialists and those with an interest in the subject.

The workshops will be participative and interactive rather than in the form of a presentation or lecture.

ACCREDITATION

These workshops are not accredited but are quality assured by us to meet CPD requirements.

DURATION

½-day - 2 days

Number of input days: N/A

Average hours required per month: N/A

NUMBER OF PARTICIPANTS

6-20

COST

Between £850 and £1,500 for a maximum of 20 people (excl VAT)

LOCATION

All our workshops are run in company

Our learning lunches are intended for organisations that wish to stimulate conversations within the organisation to create or further embed their coaching culture. One of our specialists or leading experts in the field will be discussing themes of current coach-mentoring interest.

We have recently had leading experts discussing the following areas:

- **Is a coaching culture realistic in your organisation?**
- **Managing in a coaching style**
- **7 conversations of coaching - managing the dialogue**
- **Coaching enriched by creativity**
- **Transpersonal Coaching**
- **Learning Issues in the 21st Century**
- **Executive Coaching - a global perspective**
- **Coaching - facilitating or building teams**
- **Situational Coach-Mentoring**

If you require a learning lunch that is not listed here, please contact us for further information and we will be happy to discuss your specific needs.

SUITABILITY

Our learning lunches are offered to coaches and mentors within an organisation to share and discuss their learning with one of our specialist or a leading expert in the field.

Learning lunches will be participative and interactive.

ACCREDITATION

These lunches are not part of an accredited programme but are quality assured by us to meet CPD requirements.

DURATION

2-3 hours

NUMBER OF PARTICIPANTS

Up to 20

COST

P.O.A

LOCATION

All our lunches are run in company

TECHNICAL REQUIREMENTS

Organisations are responsible for inviting participants and for the provision of refreshments

