

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

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

<p>Systems thinking</p>	<ul style="list-style-type: none"> <li>• Leadership behaviour</li> <li>• Systems thinking and group dynamics</li> </ul>	<ul style="list-style-type: none"> <li>• Reflective Journal</li> </ul>
<p>Module 6 3/3/25 – 14/4/25 5 weeks Working with partner coaches</p>	<ul style="list-style-type: none"> <li>• Continue your work with a senior team</li> <li>• Partnering with other coaches</li> <li>• Ethics in coaching</li> <li>• Developing your own team coaching philosophy</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway activities</li> <li>• Ethics in coaching- including video</li> <li>• Learning share with peers via online forum</li> <li>• Action learning set (ALS) piece</li> <li>• Reflective Journal</li> </ul>
<p>Module 7 14/4/25 – 12/5/25 4 weeks Self-care and resilience</p>	<ul style="list-style-type: none"> <li>• Continue your work with a senior team</li> <li>• Self-confidence and self esteem</li> <li>• Self-assessment questionnaire</li> <li>• Resilience</li> <li>• The wellbeing of the coach</li> <li>• Handling isolation and conflict</li> <li>• Collaboration</li> <li>• The importance of supervision</li> <li>• Self-Care and resilience statement</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway activities</li> <li>• 30/4/25 Live learning event 3 of 3 (3 stage- pre work, live, ALS) on topic of: <b>Self Care and Resilience (9.30am to 12.30pm)</b></li> <li>• Learning share with peers via online forum</li> <li>• Reflective Journal</li> </ul>
<p>Module 8 12/5/25 – 9/6/25 5 weeks My team coaching</p>	<ul style="list-style-type: none"> <li>• Conclude your work with a senior team</li> <li>• Getting feedback from your senior team</li> <li>• Repeat of self-assessment questionnaire</li> <li>• Your beliefs and values</li> <li>• Team Coaching Model and approaches</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway activities</li> <li>• Learning share with peers via online forum</li> <li>• 3rd (of 3) 121 session with an OCM coach</li> <li>• Reflective Journal</li> </ul>

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

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