

How to be a Brilliant Coach

Aim

To share the skills and mindset of Brilliant Minds coaches at their best.

Objectives

- To introduce a model of coaching that is relevant to experienced professional coaches, managers in business and anyone who is interested in becoming a brilliant coach
- To practice the skills that make a brilliant coach
- To use those skills to create lasting benefits for all course participants in their development as a coach
- To examine coaching in the context of a wider frame of reference to establish its value and importance
- To build flexibility in dealing with clients with different needs and personality types
- To introduce a method of evaluating coaching interventions

Highlights

The Presuppositions of a Brilliant Coach
The Six Competences of a Brilliant Coach
Success-based Competence Assessment
Coaching Masterclass

Programme overview

Day 1

What is coaching? How does it relate to counselling/therapy?

Process: 10QPS

How to evaluate a coaching intervention

The Coaching Relationship

Elicitation and installation

Listening as a coaching tool

Practical exercise and evaluation

The Presuppositions of a Brilliant Coach

The Drama Triangle in coaching

Present State and Desired State

Practical exercise and evaluation

The three markers of the need for a coaching intervention

Day 2

The 6 Competencies of a Brilliant Coach
Well-formed Outcomes and how to put a problem in context
Personal Criteria
Demonstration and practice
Secondary Gain and how to handle it
Practical exercise and evaluation
Success-based competence assessment
Introduction to taking a personal history
Coaching interventions

Day 3

Coaching Masterclass
The contracting process and set-up – checklist
The impact of personality on coaching
Neuro-logical levels in coaching
Nightmare scenarios
Process and outcomes
Final exercise
Action plan and Outcomes for Review day

Review Day

Report back
Developing your own coaching style
Coaching Masterclass
Continuous improvement and Sustainability