



## Coaching Certification

**T**he Accredited Award in Coach Training certification is a fast-paced, highly interactive programme awarded by the Association for Coaching (UK), part of the EMCC alliance. This certification introduces the practical techniques to coach individuals for their own professional and personal development. Innovative HR Solutions is pleased to present the AACT in partnership with the Association for Coaching UK.

### 5 Day Course

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# Accredited Award in Coach Training (AACT)

This highly interactive programme is a fully internationally executive Coaching certification. Once participants have completed classroom training and allotted self-study hours they can apply for membership as an internationally recognised Executive Coach with the Association for Coaching (AfC UK).

Outside of classroom attendance participants will be required to complete the following activities in order to fulfil programme requirements:

- Complete two 1-hour coaching sessions with the same client, and record one session to bring to day four to discuss and share.
- Complete three 1-hour coaching sessions with a client, and share reflections of the sessions, write a 1,000 word essay documenting the client's learning journey as they have progressed through the programme, and continued to develop as a coach.
- Post programme: Complete one case study documenting four coaching sessions with a single client.
- Complete a minimum of 3 months supervised coaching with an Accredited Supervisor from the Association for Coaching\* or Innovative HR Solutions.

*\* All additional requirements can be found on the Association for Coaching website: [www.associationforcoaching.com](http://www.associationforcoaching.com). Additional costs are associated with supervision and becoming accredited. In addition there are new guidelines for supervision of sessions. All details will be provided in full during the programme.*

## Duration:

This is a 5-day programme (3 days followed by 2 separate follow-up dates). There is homework and post coursework.

**On the afternoon of Day 3, participants are required to bring their own volunteer Coachee.**

## Designed for:

The programme is designed to create a confident coach, able to tackle work and behavioural issues and help their coachees achieve set goals. If you are a Line Manager or HR Professional and require coaching skills to assist development work, or if you are an individual and wish to pursue the goal of becoming an executive coach, this is the course for you!

## Objectives:

- To understand the purpose, ethics and power of Coaching.
- To provide the skills and techniques to tap into people's potential and their desire to succeed and improve.
- Learn how to deal with difficult people to dramatically enhance their own performance and get the best performance from those around them.

## Agenda:

### Day 1

- Coaching principles, tools and motivating coaching techniques.
- Constructive feedback.
- Coaching models and processes.
- Ethics, value boundaries and contracting.

### Day 2

- Learning styles.
- Putting together a coaching package.
- Goal setting models.
- Coaching feedback model.
- Coaching difficult people.

### Day 3 - Bring a Coachee

- Creating a coaching culture.
- Coaching in organisations.
- Leadership and executive coaching.

- Leadership and executive coaching.
- Supervision – group and one to one.
- Interactive session practicing coaching techniques and running a full session (afternoon).

### Day 4 & 5

- In pairs share a sample of audio recording from a coaching session.
- Understanding how people change – model of change.
- Change readiness questionnaire.
- Interactive session – practicing learned coaching techniques.
- Interactive group coaching session.
- One-to-one coaching session(s) in pairs.
- Group discussions on coaching practice outside the programme.
- Final fitness assessment as a coach.