



**CFM CONSULTING LTD**  
Consultancy, Coaching and Development

# ILM Level 7 Diploma for Professional Executive Coaches & Leadership Mentors



## Overview

This programme consists of 4 days, each one month apart. **Day 1** covers an induction to the programme as well as establishing good practice development to the next level. **Day 2** covers best practice in coaching & mentoring values and standards. We explore the key coaching competencies and how to build effective coaching relationships to enhance personal motivation and workplace productivity. The skills of questioning and listening are further developed. **Day 3** looks at the organisational implications of coaching & mentoring. As a group, we will explore individual & corporate goal setting. The ethical approach to coaching and mentoring is also examined. **Day 4** Looks at Psychometric profiling, revisiting of the competency questionnaire, but from a 360° point of view this time along with the CPD Plan.. Distance learning and practical application of the knowledge occurs between the four days. Additional support is provided by our supervisory staff.

## Pre-Work

### Good Practice, Hi-Potential Toolkit & Competency Questionnaire

In this pre-work module we ask participants to complete a learning styles questionnaire and a competency questionnaire from a self-assessment point of view.

We also ask that selected chapters of “Concepts of Coaching” be read. This is to ensure that all participants are familiar with the core concepts of coaching, it’s foundations and what is needed from the coach, by way of their approach to ensure effective coaching takes place.

We also issue the coaching portfolio and the course materials to allow participants to familiarise themselves with the requirements of the programme.

Finally, participants are asked to register on the CFM interactive forum to gain access to the questionnaires, proformas (for the portfolio) and a selection of course reading material on which they can comment.

## Day One

### Induction, Understanding Leadership Mentoring & Executive Coaching, The commitment involved, Developing Questioning and listening further and building on the ethical approach

A short induction into the level 7 qualification along with where Leadership Mentoring and Executive Coaching fits into developing senior people starts this programme off.

The strategic questioning process and the high potential toolkit are two of the tools that are used on day one of the workshop. Developing a commitment to ethical action along with action planning is also covered.

Coaching practice sessions enable participants to consider how awareness of self and of individual differences can influence and enrich the coaching relationship

## **Day Two**

### **Diagnose reflect & plan your assignments, engage in peer Coaching & Mentoring and self-understanding.**

Establishing a coaching practice through your assignments along with marketing your approach is critical to the success of your coaching. Here we give some thought as to how we go about it. Looking at Contracting – both commercial and individual contracts along with various models that may be used in Mentoring and Coaching.

Peer coaching is used to develop awareness

## **Day Three**

### **Coaching & Mentoring Cultures, Feedback and the Work Based Assignment**

Here we look at the component parts of building a Coaching and Mentoring Culture and working with feedback. The High Potential Toolkit is also revisited.

We also spend time getting to grips with the Workbased Assignment and finalising the Reflective Coaching Diary

## **Day Four**

### **Psychometrics and Supervision**

The MBTI session will introduce the theory and practice of type through the use of the MBTI instrument. It will also explore how coaches can use type dynamics to enhance client's self awareness, improve their effectiveness and further develop interactions with their colleagues. Supervision looks at the current developments in light of a CPD approach.

### **Assignments**

This involves coaching with clients in between the days of the course. Also, both self and 360° assessment in recognised coaching competencies are looked at. There is also a coaching diary to complete.

### **Assessment**

There is a work based assignment, a reflective diary and reading, video and website reviews. A CPD plan is also required

**Fees:- £1850.00 plus vat (£323.755) for all four days**

**For details of dates and venues, please contact:**

CFM Consulting Ltd.

20 Bruce Avenue

Dunblane

FK15 9JB

Phone: 01786 821272

Fax: 01786 821272

Mobile: 07802 753545

Email: [info@cfmconsulting.net](mailto:info@cfmconsulting.net) Http://www.coachingformore.co.uk