

## 'Transforming Lives': Coaching Skills Training

### **What is coaching?**

For the purposes of this programme we describe it as a 'disciplined conversation'.

### **Who can coach?**

Anyone who adopts a coaching style of relating to others, in awareness of their own issues.

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### **Phase 1 - The Experience**

At the first session, participants identify a change they wish to make. They are then coached towards making the change in the context of the following 4 themes:

Week 1 Awareness and personal responsibility

Week 2: Confidence and Care

Week 3: Tools for personal change

Week 4: The Way Ahead

At each session time is allocated for individuals to be coached, an activity from which the whole group can learn. We ensure that each participant has such an opportunity in the course of the series.

### **Phase 2 - The Training**

Our aim for the participants in the 6 training sessions is that they will:

- gain an understanding of what is meant by coaching
- learn a basic set of coaching skills
- become comfortable using a simple model of coaching (designed by us for the purpose of this pilot)
- understand the limits of their role and the referral options available
- continue their own personal development for its own sake and as an essential foundation for accompanying others

We use a combination of learning methods:

- Input from the facilitators
- Group discussion
- Co-coaching experience
- Demonstrations of good practice

## **Evaluation**

### Phase 1

We regard the first phase as succeeding if

- each participant leaves with a set of actions to which they'll be held accountable by one of their peers
- it yields a group ready to move on to Phase 2

### Phase 2

Participants complete a dynamic evaluation recording views on flip chart for subsequent collation.

We regard the second phase as succeeding if most, if not all, of the participants are ready to take up the challenge of offering the 'informed friendship' that is envisaged.

## **Design and Facilitation**

The programme is designed by Alison Clark of WORDS in ACTION, accredited by the Association for Coaching. It is facilitated by Alison and experienced associate Isobel MacNaughtan. WORDS in ACTION is indebted to Tim Edwards for his work at the pilot stage of the programme.