



Coach and Mentor Practitioner Diploma

Taking coaching and mentoring to the next level

This programme is designed for professional coach/mentors with a growing client base, and for in-house coach/mentors who wish to take their competence and qualification to the next level.

The Quiver Management Practitioner Diploma is designed to meet the stringent requirements of the European Mentoring and Coaching Council's (EMCC) standards at Practitioner level.

High quality, efficient and effective training design

The Quiver Management Practitioner Diploma is designed to be efficient and effective in meeting EMCC's standards through minimising any duplication of prior learning, focusing on developing competence rather than theory and ensuring that there is plenty of feedback on performance.

The programme uses a mix of communication methods, including a 2-day workshop, webinars, emails and phone calls, to optimise learning and support. Online communication methods are used to minimise participants' travel, subsistence and time costs, and to allow flexibility in delivery.

Participants will learn

- Contracting with a range of different clients, line managers and sponsors to create clear boundaries, manage expectations and maximise productivity
- The principles of coach/mentoring to provide a framework with which to fine tune their own style of coach/mentoring using Continuing Professional Development (CPD) and reflective practice

- How to engage client motivation to maximise development and results
- Excellence and precision in questioning
- The application of a number of models of human behaviour to begin the creation of a broad toolkit to suit many different people and situations
- About their own boundaries of coaching competence and referral
- To get the best from supervision in order to protect client's interests and efficiently develop their own skills.

Programme benefits

- Broadening of knowledge, skills and experience to effectively handle a wide range of coaching and mentoring scenarios with confidence
- Optimised use of participants' time and efforts to complete the programme
- Designed to meet internationally recognised accreditation standards of the EMCC, the leading professional body for coaching and mentoring
- Extensive supervision and support
- Encourages development of a personal style
- Develops life-long learning skills
- Delivered by highly regarded and qualified coaches and mentors.

Commitment

The total commitment expected to successfully complete this programme is 130 hours over a 6-month period

Skills practice	50
Reflection & review	33½
Theory & models	33½
Planning & organising	13
TOTAL hours	130



Three entry routes

It is expected that all participants already have the knowledge, competencies and experience equivalent to Quiver Management's Foundation level coaching and mentoring training programmes – as a minimum.

Quiver Management has created three routes to qualify for entry to the program. The purpose is to ensure that all participants will be at a similar starting point in terms of knowledge, skills and experience.

Coach/mentors who have come through Quiver Management's or other EMCC EQA accredited programmes will find it very straight-forward. For those who come from any other route Quiver Management has designed a QM APEL (Accreditation for Prior Experience and Learning) route, through which they are supported to make a case that they meet the entry standards.

2-day workshop to enhance and expand skills

The development journey starts with a 2-day workshop. These two days will take participants to the next level in coaching by enhancing their core skills and expanding their coaching and mentoring tool set.

Researching an additional coaching model

The programme encourages the participants to develop their own style and toolset.

As part of knowledge development, each delegate will research an additional model of their own choosing to enhance their coaching e.g. Solutions Focus, Non-Violent Communication, Gestalt etc. This will be presented by each delegate on one of three Webinar sessions to demonstrate their ability to translate theory into applied learning, and so the cohort may also benefit by learning about a number of different models.

Coaching practise to embed learning

Following the 2-day workshop, 30 hrs of live coaching is required with at least 5 people (Quiver Management will be able to help find coachees if required) together with effective reflections to show on-going learning and developing self-awareness. Supervisory support will be provided throughout including group and one-to-one sessions via Webinar and telephone. A 20-minute recording from one of the coaching sessions will provide the basis of some detailed supervision to help develop expertise in reflective practice.

Assessment of evidence

The final portfolio of evidence must demonstrate competence in both skills and knowledge, to meet the EMCC Competence standards at Practitioner level. Online anonymous feedback from the 5 coachees will form part of this evidence. Participants will be supported to meet these standards and any shortfalls identified through the programme will be highlighted and methods identified to address any gaps in competencies.

Optional day

The complimentary CPD day does not form part of the certification process except to provide an ideal opportunity to present certificates and celebrate success. The purpose of the day is to pull together and share the learning from the programme and to provide some additional input, practice and feedback in order to fine-tune the participants' professional development plans.

Contact details

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