

Building Coaching and Mentoring Capability

Building Internal Capability

Over the last decade most executive and business coaching has been delivered by external coaches for the lucky few, usually in senior leadership positions. It has proved a highly effective method for challenging and supporting senior leaders to develop and grow.

There is, however, huge untapped potential in spreading and embedding the coaching approach to daily interactions between leaders and their team members, as well as between internal experts such as HR, L&D, project managers and their colleagues.

We believe that coaching is a core skill and mindset for any leader. Indeed, we would argue that it is one of the key differences between a manager and a leader. Our mission is to place coaching at the heart of leadership.

Benefits

The benefits of coaching and mentoring in the work environment are many, and include:

- attaining higher performance of team members
- improving communication between leaders & staff
- enhancing motivation and morale
- nurturing and empowering staff
- engendering less dependency on leaders

We offer comprehensive training and support services to:

- help your organisation build its own internal coaching and mentoring capability
- develop your leaders and internal experts to use coaching and mentoring as part of their natural leadership style

Certificates for Leaders and Professionals

Our highly successful two-month coaching and mentoring training programmes are designed to be efficient, relevant and directly applicable to the

work challenges facing your leaders and professionals (i.e. the internal experts) every day.

The training consists of a two-day intense workshop, two months of practise in the work environment and two personal sessions with an experienced coach. This approach ensures that the skills are embedded to create a real difference in your leaders' workplace style and impact.

Coach/Mentor Practitioner Diploma

This six-month programme is designed for leaders or professionals who wish to take their coaching and mentoring to the next level. Participants are likely to be using coaching quite extensively in their work, for example as in-house coach/mentors.

This innovative programme contains 3 workshop days, a coaching model research project, 6 months coaching practice, group and individual supervision and webinars together with ongoing tutor support.

European Quality Award winning programmes

Our certificate and diploma programmes are accredited by the European Mentoring and Coaching Council; Europe's leading professional body for coaching and mentoring. The programmes have been awarded the prestigious European Quality Award, so participants will receive an internationally recognised qualification upon successful completion.



Coaching for Performance

This short [one-day training course](#) is designed for managers wishing to coach or mentor staff or colleagues for improved performance and development. The course can be customised to the culture, terminology and needs of your organisation.

Mentoring for technical experts

Mentoring is a great skill set for experts to help them effectively transfer their skills and develop the performance of their colleagues. This [mentoring course is for experts](#), who may not have formal leadership roles, but are highly competent in their field be it in technical, project management, sales or other areas.

Tailored training

We offer bespoke skills-development programmes to suit your organisation's specific development goals and budget. This includes developing and delivering coaching and mentoring skills training as part of wider leadership development programmes as well as Continued Professional Development (CPD) training for internal coaches and mentors to keep them motivated and upskilled.

Our core training design principles:

- created for practical application directly in the work environment
- use of real-life examples and dilemmas
- focus on embedding new skills in the work environment
- develop positive mindsets and confidence as well as tools and techniques
- apply interesting and varied learning methods
- ensure highly efficient use of participants' time
- work in small group sizes
- all our courses are delivered by trainers and supervisors who are both experienced coach/mentors and practiced leaders

Coaching culture

Changing attitudes and behaviours across organisations is never easy. Creating a coaching culture is no different, but the rewards can be transformational. We have extensive experience in the management of training programmes, and creating changes in mindset, behaviour and culture across organisations.

In addition to our coaching training programmes, we have a number of services to assist you in

building your internal coaching capability.

Executive coaching

Even with a strong qualified cadre of internal coaches and a coaching culture, there are often senior leaders who would prefer to be challenged and supported by an independent, external [executive coach](#).

[Our team](#) of highly experienced and qualified executive coaches with senior leadership backgrounds are perfectly suited to this role.

Supervision for high standards


Supervision of internal coaches and mentors is good professional practice, and helps ensure continued learning, ethical standards and good risk management.

We provide group and individual supervision support for leaders and others who coach and mentor in their work environment.

Programme support with impact

We provide highly experienced programme management resources to help design, launch and manage successful coaching culture change programmes.

Well-managed training and development programmes measure progress and impact. We help set objectives aligned with organisational goals, and design feedback, learning and measurement mechanisms to monitor and demonstrate the impact of the coaching programme.



"The feedback from the training has been incredibly positive and we could feel a real buzz and motivation around coaching from day one in all parts of the business. We have seen significant tangible impact related to coaching, including increased ownership and collaboration across the teams. Overall, coaching has not only impacted our staff satisfaction and effectiveness but also strengthened our relationship with our customers. We feel that 6-months on we have only scratched the surface of opportunities that coaching can offer to us."

Head of HR, Corona Energy

About Quiver Management



"In my work helping leaders grow their businesses, their teams and themselves, I've seen the difference that high quality coaching and leadership development can make. It never fails to inspire me."

Jan Bowen-Nielsen
Owner, Managing Director

Executive and Business Coaching

Quiver Management provides [executive and business coaching services](#) to senior executives in large multinational corporations, professional services firms and public sector organisations as well as high growth business owners. We help them grow their businesses, improve their team's performance and increase their own effectiveness and impact.

Leadership and Management Development

We provide tailored [training and development](#) for senior executives and high growth business owners, ranging from short courses to accredited qualifications. The training will equip leaders with a strong set of practical knowledge and tools to lead their organisations and grow their businesses successfully.

Coaching and Mentoring Training

Quiver Management is a specialist in [coaching and mentoring training](#). Our comprehensive programme ranges from one-day mentor training, to internationally recognised qualifications and [coaching culture change](#) initiatives.

Leading Change and Performance Improvement

We are experts in [change leadership](#) with a long successful track record of supporting organisations through transformation. We help create change and performance improvement at individual, team and organisational levels through executive coaching, team development, staff engagement, workshop facilitation and change management consultancy.

High Quality Team of Coaches and Trainers

[Our team](#) of 19 coaches and trainers come from successful senior leadership and professional backgrounds spanning start-up businesses to senior executive careers with blue-chip corporates and professional firms.

Impressive Track Record and Reputation

You can trust the quality and integrity of our team and our services.

Quiver Management holds three European Quality Awards and all our coaches are qualified with professional coaching bodies. We are an Approved ILM Training Centre and we are a corporate member of EMCC. We adhere to their Code of Ethics and we are highly active in supporting EMCC's work to create high professional standards in the coaching and mentoring industry.

Founded in 2002, we have built a successful track record with an [impressive list of clients](#) from start-ups through to large international corporations and professional bodies. Visit [our website](#) to see more about what we do, who we work with and our [clients' feedback](#).

