

Nine Teaching AC Accredited Award in Coaching 2024

Programme Prospectus: Professional Coach
Training. 2024



Introduction

The Association for Coaching Accredited Award in Coaching (AACT) provides a comprehensive six-day intensive training in the core competences of professional coaching. Upon successful completion of the AACT you can competently practice as a coach within an organisation, and furthermore you have the option of registering with the Association for Coaching (AC) as a professional coach, to allow you to coach independently.

The AACT adheres to the AC Competency Framework by delivering content across four modules that embodies the AC coaching competence framework as follows:

- 1. Meeting ethical, legal and professional guidelines**
- 2. Establishing the coaching agreement and outcomes**
- 3. Establishing a trust-based relationship with the client**
- 4. Managing self and maintaining coaching presence**
- 5. Communicating effectively**
- 6. Raising awareness and insight**
- 7. Designing strategies and actions**
- 8. Maintaining forward momentum and evaluation**
- 9. Undertaking continuous coach development**

The Nine Teaching AACT offers added value by incorporating the optional AC competences for Executive Coaching, which includes content around working with leaders, and developing as an external coach:

- 10. Working within the organisational context**
- 11. Understanding leadership issues**
- 12. Working in partnership with the organisation**

In this prospectus, you will discover more about the content of the AACT Coaching Award.

Overview of Content

The AACT comprises of learning outcomes that are delivered via four core modules:

Module One: Framing a formal coaching process

Module Two: Cultivating coaching presence: developing a coaching skillset

Module Three: Integration and application of a coaching model

Module Four: Coaching in context: Partnering with organisations and facilitating leadership growth

Teaching philosophy & methodology

The Nine Teaching AACT is an intensive coach training programme delivered over six full days, within a small group setting of 9 delegates or less.

The teaching style of the programme is highly experiential, to actively engage you in your learning. Whilst each session will include an element of didactic teaching via presentation, there will be plenty of experiential activity.

Furthermore, every session will include an opportunity for you to practice your burgeoning coaching skills within a small group. This is called The Skills Lab.

To facilitate this style of experiential, practical and reflective learning, this programme is only offered to groups of nine or less, with one-two facilitators.

Your Lead Coach is Nicola Forshaw, Nine Teaching Programme Director. There may be additional co-facilitators.

Attendance & Assessment

The AACT is delivered over six full days, and to qualify for your award, you must attend all six days.

You will attend for 40 hours of class-based teaching.

You will complete up to 10 hours of self-study.

You will complete a minimum of six external 1:1 coaching sessions.

There is **an optional** half day drop in session before final submission.

There is no formal written assignment for external assessment. However, you will undertake small group supervision where you present a case study outlining your coaching with an external coachee. You will also present your individual coaching philosophy to the group.

Self-Study

Following day four of the training, you will be required to coach an external client for up to six coaching sessions. This coaching will take place outside of the formal training and must be with someone who you don't already know.

You are responsible for finding your own coaching client, but you are supported with this.

You will also devise your coaching philosophy that you will present to a small group and the tutor.

You will also produce a critical evaluation of your coaching that you will present to your coaching supervisor within a small supervision group.

There is a **minimum** of ten self-study hours in addition to the core hours attended.

Materials

To support your learning and ongoing development as a professional coach, you will receive the following materials, in electronic and/or paper format:

A practice e-manual containing templates of useful documents for you to amend, personalise and use to guide your own ongoing professional practice.

The practice e-manual also contains a log to record and evaluate your continuous, reflective learning, and to identify your ongoing personal and professional development needs.

A programme e-handbook detailing all module content and guidance around your activities for assessment.

E-Copies of all presentation and session materials.

Association for Coaching Accredited Programme

The Nine Teaching Professional Coach Training Programme has been externally accredited by the Association for Coaching. This means that you can register directly with them as a Member upon completion of this core training. Their feedback about the quality of this programme is as follows:

This programme:

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- Is based on the AC Coaching Competency Framework and the Global Code of Ethics for Coaches & Mentors, which is covered in depth. It also covers the additional executive competencies during the course.
 - Exceeds the minimum number of hours required for class-based training and Self-study for this level of AC Coach Training Accreditation.
 - Modules are well- structured and incorporate a blended learning approach which includes theory, practical application, group discussion and supervision.
 - Utilises comprehensive lesson plans with clearly defined outcomes.
 - Ensures that participants engage in a variety of self-study activities to further develop their learning and experience.
 - Exceeds the requirements for this level of accreditation by including observed coaching practice sessions. Also gives participants clear guidance on how to structure their coaching practice sessions.
 - Incorporates robust feedback and supervision.
 - Has a thorough process to assess the student's Fitness to Practise.
 - Has an excellent and thorough evaluation process in place to ensure continuous improvement.

AACT Programme Content

Module One: Framing a formal coaching process

What we will cover:

The objectives of Module One are to introduce you to the AC coaching competence framework, and Code of Ethics. We learn about the approach to coaching and how to apply process, by establishing a formal agreement, and the importance of identifying clear and measurable outcomes from the outset.

Module One meets the following competences from the AC Coaching Competence Framework:

1. Meeting ethical, legal and professional guidelines
2. Establishing the coaching agreement and outcomes
3. Establishing a trust-based relationship with the client
9. Undertaking continuous coach development

Module Two: Cultivating coaching presence: Developing a coaching skillset

What we will cover:

The objectives of Module Two help you to apply coaching skills, within a process to enable you to establish rapport, encourage self-belief and champion your client's full potential. You will develop the skills of giving challenging feedback to enhance your coaching presence, trustworthiness and credibility.

Module Two meets the following competences from the AC Coaching Competence Framework:

4. Managing self and maintaining coaching presence
5. Communicating effectively
6. Raising awareness and insight

Module Three: Integrating and applying a coaching model

The objectives of Module Three are to teach you skills to help you and your client to identify and implement self-directed learning opportunities. You will challenge your client to design actions and try out new behaviours to help them to maintain momentum in meeting their outcomes. You will be introduced to two coaching models to integrate into your skillset to advance and formalise your coach development.

Module Three meets the following competences from the AC Coaching Competence Framework:

7. Designing strategies and actions
8. Maintaining forward momentum and evaluation

Module Four: Coaching in context: Partnering with organisations and facilitating leadership growth

The objectives of Module Four are to facilitate you in understanding your client within their organisational context if you are commissioned as an external coach, and/or how to develop as an internal coach within your organisational setting (as appropriate). You will understand the complexities of 'three way contracting', and how to maintain boundaries. You will identify leadership behaviours and the challenges that leaders face within organisations, and how coaching interventions can enhance a leader's influence and emotional intelligence.

Module Four is a value-added module, which meets the following optional AC Executive Coaching competences:

10. Working within the organisational context
11. Understanding leadership issues
12. Working in partnership with the organisation

Successful Programme Completion

You will have successfully completed the Nine Teaching AACT programme when you have:

- Undertaken all six days of teaching, plus an optional follow up half day of supervision
- Delivered a case presentation within your small supervision group on day 5
- Developed your coaching philosophy & presented it to the group on day 6
- Coached an external client up to six times & submitted your coaching log to the Lead Coach following day six of the programme
- Submitted a sample of your learning log to the Lead Coach following day six of the programme

You will be awarded with an Association for Coaching Accredited Award certificate. Certificates will not be awarded if all the assessment criteria outlined above are not fulfilled.

Membership of the Association for Coaching (AC)

This programme is externally accredited by the Association for Coaching (AC). This means that during your training, you can register directly as an Associate Member of the Association for Coaching under the umbrella of Nine Teaching. Your membership is **free for 12 months**.

This allows you to work independently towards completing the full 25 hours of coaching to enable you to become a full member of the AC 12 months following completion of the programme. You will conduct a minimum of 6 hours external coaching during your training programme, and an additional 5 hours in the skills lab, which are counted towards the 25 hours minimum requirement.

Once you have achieved your Award certificate and have completed 25 hours of coaching, you qualify for full membership of the Association for Coaching. Please note that you are responsible for fulfilling the requirement for the additional 12-13 hours coaching following completion of this programme.

Mode of Delivery

All teaching for the 2024 intake will be delivered in-person within a group of 9 or less, with one/two facilitators.

Venue: Nine Teaching Wellbeing Consultancy, 23 Circular Drive, Greasby, Wirral, CH49 3NA (or equivalent). Final venue is confirmed at least 6 weeks before commencement of the programme, as the venue is dependent upon the final numbers attending.

No previous coaching experience or knowledge is required. However, it is recommended that you attend the Nine Teaching Coaching Skills Masterclass (or equivalent) to help consolidate your foundational knowledge and expectations of the coaching training.

Schedule of Training

Module 1: Framing a formal coaching process

Module 2: Cultivating coaching presence (skills)

Two full days delivered together

Module 3: Integration and application of a coaching model

A gap of two weeks before module 3 & module integration is delivered.

Module 1-3: Integration: Leadership & Self-Management

See above

You are now ready to commence coaching with an external coachee.

Module 1-3 Integration: Case study and live coaching supervision

A gap of 4 weeks to allow external coaching to take place, before module integration is delivered.

Module 4: Partnering with organisations and facilitating leadership growth

A gap of 1-2 weeks before module 4 is delivered.

Submission Deadlines

Deadline for completion of six sessions of coaching with your external coachee and submission of learning log:

8-10 weeks following completion of training

Certification is awarded at this stage of completion

Ongoing supervision

If you are implementing an internal coaching programme, provision of ongoing supervision (co-coaching supervision) will be discussed.

To enquire

Please contact Nicola Forshaw, Nine Teaching Programme Director.

You can arrange an informal discussion, and discuss programme dates and fees.

<https://www.nineteaching.com/contact>
nicola@nicolaforshaw.com

Once your requirements have been discussed and planned for, Nicola will submit a proposal with terms of programme delivery and confirmation.

No previous coaching experience or knowledge is required.



