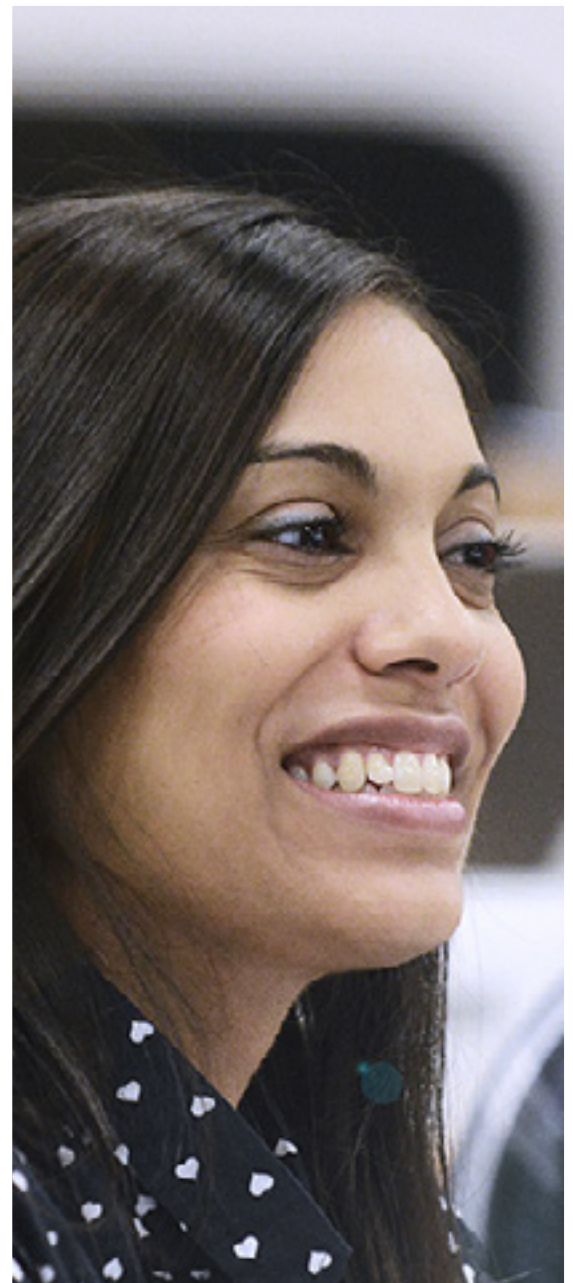




Professional Business Coaching Programme

An ICF approved professional coaching programme.



Intake 1: 12 - 14 March & 15 - 17 April 2019

Intake 2: 14 - 16 May & 24 - 26 June 2019

Intake 3: 9 - 11 July & 20 - 22 August 2019

Intake 4: 15 - 17 October & 19 - 21 November 2019

THIS PROGRAMME CAN ALSO BE DELIVERED IN-HOUSE FOR YOUR ORGANISATION ON YOUR PREFERRED DATES, AT YOUR PREMISES OR OURS.

**Gordon Institute
of Business Science**
University of Pretoria

Coaching is a powerful intervention to **enhance performance, embed sustainable change and develop strong and resilient leadership in organisations.** Corporate institutions are the largest and most dominant buyers of coaching as a service as it has a direct benefit for creating sustainable growth through strong leadership and a pool of talented people.

The GIBS Professional Business Coaching Programme is part of the GIBS Personal and Applied Learning (PAL) portfolio - an initiative that generates world-class theory and practice for optimal individual effectiveness, learning and development. PAL delivers a suite of programmes to choose from tailored to suit your needs.

“The triad and dyad sessions were invaluable in experiencing a wide range of stories/ challenges and in identifying themes”

“Wow! As one of the ICF coaches said, no amount of further training could equal the foundation laid by Eileen, it would all just be polishing”

“WOW: I can't wait to get practicing and look forward to coming back”

How you will benefit

This programme will offer you the opportunity to gain an understanding of and build skills in:

- Core ICF coaching competencies within an organisational context;
- Approaches used in the South African business context (including Narrative, Integral, Neuroleadership, Emotional and Social Intelligence, and Gestalt) which will assist you to distinguish between different coaching approaches and enable your choice of continued training in alignment with personal orientation; and
- Aligning organisational cultures and leadership frameworks within coaching;
- Self-awareness of personal views and orientation toward different coaching approaches ('use of self' in coaching).
- Ethics of coaching within an organisation;
- The distinction between coaching, consulting, therapy, counselling and mentoring;
- Theories and models underpinning coaching;

Key focus areas

At the end of the programme, you will be able to:

- Locate coaching as a key tool for supporting individual development and leadership skills, thus supporting sustainable change in organisations;
- Improve your foundational knowledge of and competently use generic coaching skills within an ICF competency framework;
- Build on the understanding of 'use of self' as a core concept in coaching;
- Understand and implement psychological, organisational culture and adult learning theories within a systemic framework;
- Understand the business context of coaching through exposure to business acumen for coaches and effectively select and manage coaching panels within organisations;
- Develop a personal road map for the next steps in your professional coaching journey (including guidance on completing your ICF credentialing process, if appropriate); and
- Understand concepts and models used in different coaching approaches and how they are applied in an organisation.

Who should attend

- > This programme is aimed at coaches who would like to become professionally qualified, gain more ICF-approved training and enhance their coaching skills;
- > It is also designed for managers and leaders in business who would like to add coaching as a skill to their repertoire or enhance their skills through a rigorous training programme; and
- > Learning and development and HR professionals who are interested in the understanding of different theoretical underpinnings and core foundational skills of coaching, as well as, internal coaches or those who coach informally in their organisations, will also benefit from attending this programme.

Attendance

The GIBS Professional Business Coaching Programme will provide you with 67 hours of coach-specific training for ICF credentialing purposes. GIBS will only be able to provide you with a certificate to this effect if you are present for 100% of the course and complete the validation of independent self-study.

Programme methodology

Assessment/ Evaluation:

- > This consists of observed coaching sessions, feedback and independent study confirmation.
- > The programme is experiential in nature and blends theory with practice in a way that can be integrated and applied in practice.
- > One of the ICF requirements is that a certain number of coaching sessions are observed by ICF credentialed coaches. This happens during the programme and in the individual mentor-coach session. By the end of the programme, participants will have observed coaching practice, gained feedback from ICF coaches, and received assessment results to ensure they leave feeling confident in their coaching skills. In addition, the ICF requires that GIBS validates that participants have completed the independent study attached to the programme.

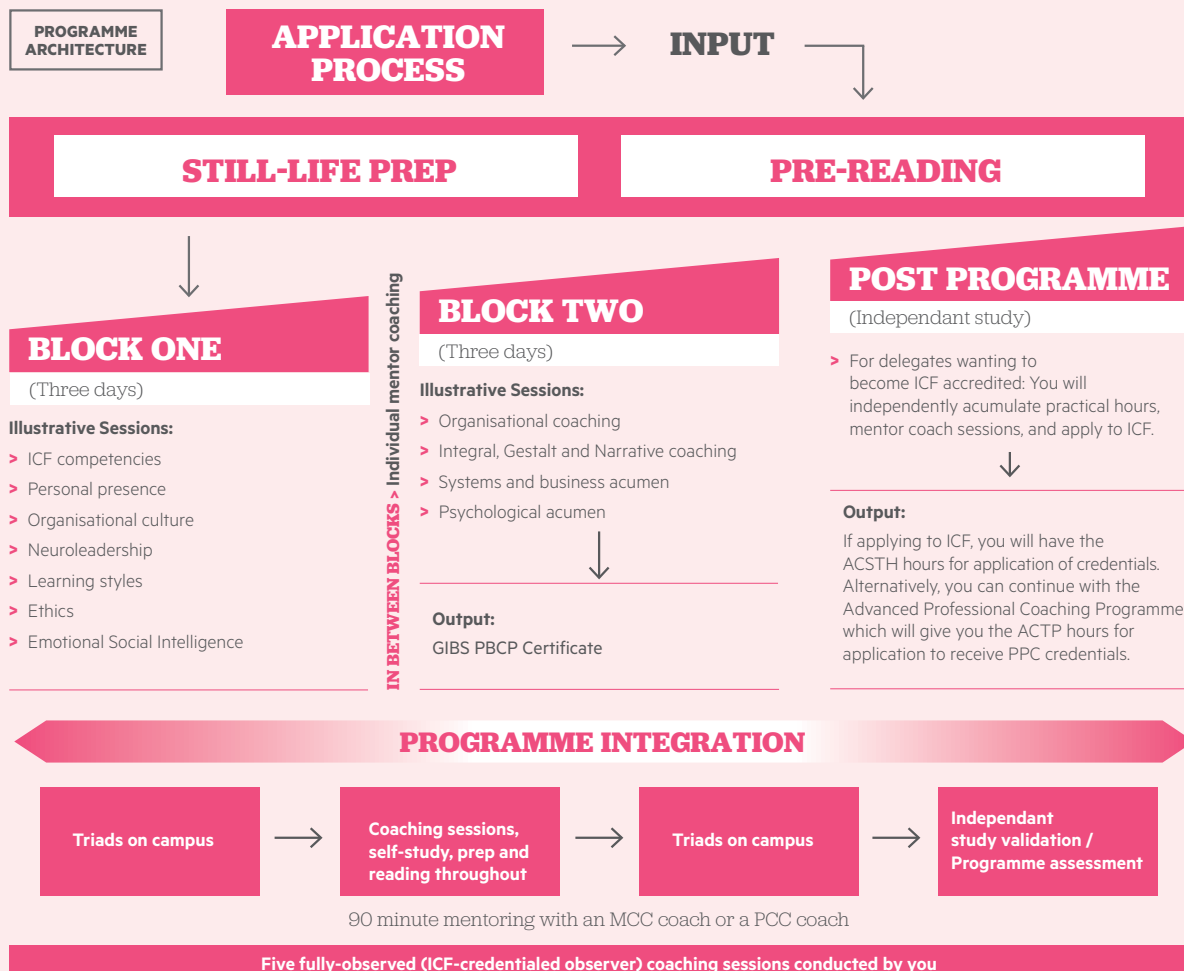
International Coach Federation (ICF)

- > This programme is approved by the ICF as an ACSTH (Approved Coach-Specific Training Hours) course. The ICF is a global organisation that exists to build, support and preserve the integrity of the coaching

profession. It is dedicated to advancing the art, science and practice of professional coaching. Global membership now exceeds 20 000 and many members go on to obtain an ICF credential. There are now more than 10 000 credentialed coaches worldwide. There are three levels of credentialing: ACC (Associate Certified Coach), PCC (Professional Certified Coach) and MCC (Master Certified Coach).

Structure

- > The programme is comprised of two modules consisting of three days each (total of six contact days) and a 90-minute individual mentor-coach session with an ICF credentialed coach in between blocks. Participants need to bring one voice recording of a real coaching session to the mentor-coach session. The programme also includes five fully-observed coaching triad sessions by an ICF-credentialed observer which includes three written feedback reports. At the end of the programme delegates will be issued with a GIBS Professional Business Coaching Programme Certificate. This means that delegates would have accumulated all the necessary training hours towards an ICF credential should they choose to pursue the application (along with an independent application and additional practical requirements).



Course info

FACULTY > Eileen Thayer is the lead faculty on this programme. She is a coaching psychologist with many years of experience as a coach and therapist.

Eileen has a unique combination of skills and experience, including a long business career, operating as finance director of M&R Plastics and Fedstone (Firestone Tyres). Her qualifications include an MA Clinical Psychology, various executive education courses and multiple coaching certifications.

In 2013, Eileen established a coaching training business, CoachTrax (Pty) Ltd, and after this programme was acquired by GIBS, she became the lead faculty member for the GIBS Professional Business Coaching Programme.

Eileen has recently contributed a chapter on narrative approaches to coaching to a book called Rethink: Growth & Learning through coaching and organisational development. She is one of the few credentialed coaches in South Africa at the Master Certified Coach (MCC) level with the International Coach Federation (ICF).

Alison Reid is the director of Personal and Applied Learning at GIBS. This portfolio is responsible for individual learning and development interventions aimed at optimal individual effectiveness.

Alison leads research and practical initiatives in personal growth and development, as well as the 100 faculty members who deliver on these initiatives.

She is a professional business coach and holds a Masters in Management (Business Executive Coaching) (cum laude), a Psychology Honours in Counselling and Sports Psychology (distinction), a Professional Coaching Diploma from the CCI-CA (ICF accredited) and is a member of the ICF, COMENSA and GSAEC coaching professional institutions.

Guest speakers:

Stephanie Martinis, CA, ICF PCC, founding member of the ICF Gauteng Chapter and Professional Certified Coach;

Tanya Stevens, MMBEC, ICF PCC, Integral Coach (PCC), Owner BeClear Coaching and Consulting.

Dr. Marc Kahn, MA (Rhodes) DProf (Middlesex). Global Head of HR and OD at Investec;

Dave Thayer, CA, MBA, consultant and lecturer in corporate finance; and

Chantelle Wyley Coach, facilitator and trainer specialising in development project management training, facilitation training, and leadership development using

emotional intelligence, neuroscience, and the Gestalt approach to organisation and systems development.

FEE > R50 720 (includes tuition, instruction material, textbooks, lunches and refreshments and is VAT exempt).

DURATION > Six days over approx six weeks.

DATES > Closing date for registration: Two weeks prior to start date. Limited spaces available and are filled on a first come first accepted basis.
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Intake 4: 15 – 17 Oct & 19 – 21 Nov 2019

PARTNER > International Coach Federation



GIBS ALSO OFFERS OTHER COACHING PROGRAMMES IN ITS SUITE OF OFFERINGS

Management Coaching for exceptional performance:

Build your coaching competency as a manager to enable and develop your team

The journey of a manager who develops human capability for results

Professional Business Coaching Programme:

Build understanding and capability in professional ICF (International Coaching Federation) core competencies.

The journey of a professional business coach

Advanced Professional Business Coaching Programme:

Build deeper theoretical and practical competency as an external or internal professional business coach at PCC (ICF) level.

Personal and Applied Learning also offers programmes for 'Leader as Mentor', 'Essentials of Facilitation', 'Manager as Coach' and customised blends.

For enquiries call +27 (0)11 771 4215 or email coaching@gibs.co.za

This programme can also be offered in-house for your organisation. Enquire about our Study & Stay packages at our on-site Illovo Hotel.

GIBS, close to business.

For more information and an online application form, please visit www.gibs.co.za/pbcp



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