



Professional Business Coaching Programme

Develop professional coaching
competences for sustained personal
and organisational success

THIS PROGRAMME CAN ALSO BE DELIVERED
ONLINE/VIRTUALLY OR AS IN-HOUSE OPTION

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

Leaders across the globe recognise the value of coaching competencies in catalysing their own and their teams innovation and performance. Coaching has been shown to enhance growth and increase performance of both individuals and teams. In today's complex world the traditional paradigm of command-control management is no longer effective or relevant. Organisations and leaders that do not leverage a 'coach way' of being and consciously develop a coaching culture, may become obsolete.

The GIBS Professional Business Coaching programme is part of Coaching@GIBS – an initiative that generates world-class theory and practice for deep personal individual transformation, personal learning, and professional development.

This ICF-approved (ACSTH) programme provides you with the necessary tools, experience, and feedback to develop your professional coaching capability and potential coaching career.

It has been designed for individuals looking to expand their leadership skills, pivot their career to coaching, to increase their own effectiveness, performance, and growth as well as those looking to enhance their organisational coaching culture and leadership development.

Transform your perspective and shift your paradigm to allow the world of possibilities to exist.

WHO SHOULD ATTEND?

- > This programme is aimed at **individuals and 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 and enhance their skills; 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.

KEY FOCUS AREAS

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

- > Core **ICF coaching competencies** applied across various business scenarios;
- > **Aligning individual and organisational strategies** for integrated results;
- > Coaching as a leadership and management capability **for optimised team performance;**
- > **Ethics** of coaching;
- > The **distinction** between coaching, consulting, therapy, counselling, and mentoring;
- > **A variety of theories, approaches, and the V-Growth Model** underpinning coaching so that you can develop your unique coaching style; and
- > **Enhanced self-awareness and empathy for personal transformation.**

HOW YOU WILL BENEFIT

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

- > **Understand and apply coaching skills** through experiential learning and feedback;
- > Discover **coaching as a key tool for supporting individual and leadership development 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.

ATTENDANCE

The GIBS Professional Business Coaching Programme will provide you with 62 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 programme and complete the validation of independent self-study.

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.

ACCREDITATION

- > This programme is approved by the **ICF** as an **ACSTH (Approved Coach-Specific Training Hours)** programme. 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 30 000 and many members go on to obtain an ICF credential. There are now more than 20 000 credentialed coaches worldwide.
- > There are three levels of credentialing: ACC (Associate Certified Coach), PCC (Professional Certified Coach) and MCC (Master Certified Coach).
- > The programme is also approved by the **Institute of Management Consultants and Master Coaches South Africa (IMCSA)**, the professional body representing management consultants, business, executives, and leadership coaches. It sets and maintains standards for these professions in South Africa. There are two coaching membership options – Individual Coaching Membership and Master Coach.

STRUCTURE

- > On campus, the programme comprises 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.
- > Virtually, the programme comprises two modules consisting of 6 days each (total of twelve half 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).

The journey of a professional business coach

The journey of a manager who develops human capacity for results

Coaching for Exceptional Performance

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

Professional Business Coaching Programme

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

Advanced Professional Business Coaching Programme

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

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

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

“I have been looking for something I can do that is more meaningful for me. I decided on coaching. GIBS was the natural choice.”

“The course has given me the tools and skills to take my coaching journey forward. I would like to now do the advanced course and keep growing and developing my skills and my coaching journey.”



PROGRAMME INFORMATION



FACULTY

Stephanie Martinis is the lead faculty on this programme. Stephanie has a financial background as a chartered accountant and stockbroker. She has held senior management positions at then Deloitte & Touche as well as at the Johannesburg Stock Exchange.

Since leaving the corporate world she has pursued her passion of self-development and finding ways to be a catalyst in the self-actualisation journey of others; both as an example through living an abundant life and through the use of powerful coaching and facilitation methodologies.

Stephanie's coaching experience exceeds 3500 hours. Her clients range from executives of multinationals whose focus is conscious leadership, to private individuals seeking purpose and meaning. Her coaching focuses on allowing her clients to uncover their innate talent and inspiration and working with them to synergise these with the elements of their environment. Desired behavioural change and the creation of empowering habits are nurtured throughout the coaching relationship. She was a founding member of the International Coach Federation Gauteng Chapter where she served as a board member for several years. She is a qualified coach trainer, assessor and supervisor.

Stephanie has extensive facilitation experience in the fields of personal development, coaching and leadership and has developed her own programmes in these fields. She is also an executive director and shareholder of a company offering Office Suite Rentals to small businesses.

Guest Speakers

Eileen Thayser, MA (Clinical psychology), Health Professions Council of SA International Coach Federation (ICF). Eileen is a professional associate at GIBS, a coaching psychologist and one of South Africa's few credentialed coaches at the Master Certified Coach (MCC) level with the International Coaching Federation (ICF).

Tanya Stevens, MMBEC, ICF PCC, GIBS professional associate. Integral Coach (PCC), Owner BeClear Coaching and Consulting. Professional Associate at GIBS, internationally qualified executive business coach (NVW & ICF PCC), founded her coaching and consultancy business BeClear in 2006. Master's Degree in Management from Wits, *cum laude* and a Specialised Master's Degree in Coaching and Consulting for Change from Oxford's Said Business School (UK) and HEC (France) *cum laude*.



FEE The cost is R53 957 for the programme run on campus (includes tuition, instruction material, textbooks, lunches and refreshments and is VAT exempt) and R 52 200 for the online programme (includes tuition, instruction material, textbooks and is VAT exempt)



DURATION **Online classes:**
12 half day classes, on-line, over approximately 9 weeks
Campus classes: 6 days over approximately 6 weeks.



DATES **Closing date for registration:** one week prior to start date.
Limited spaces available.



CLICK HERE TO REGISTER ONLINE



For enquiries call **+27 (0)11 771 4104**
or email **coaching@gibs.co.za**



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

GIBS, close to business.

Stephanie Martinis Qualifications

- > CA (SA)
- > Professional Certified Coach (PCC) through ICF
- > Certificate in Executive Coaching through New York University
- > Certificate in Coach Supervision through Wits Business School
- > Certificate in Advanced Systemic Constellations
- > Completion of multiple programmes in specific coaching and facilitation methodologies including Ontological Coaching, Gestalt, Depth Facilitaiton

Fields of Interest

- > Applied Neuroscience
- > Personal Mastery
- > Coaching
- > Leadership

Professional Memberships

- > ICF Global Accredited Member (PCC)
- > SAICA



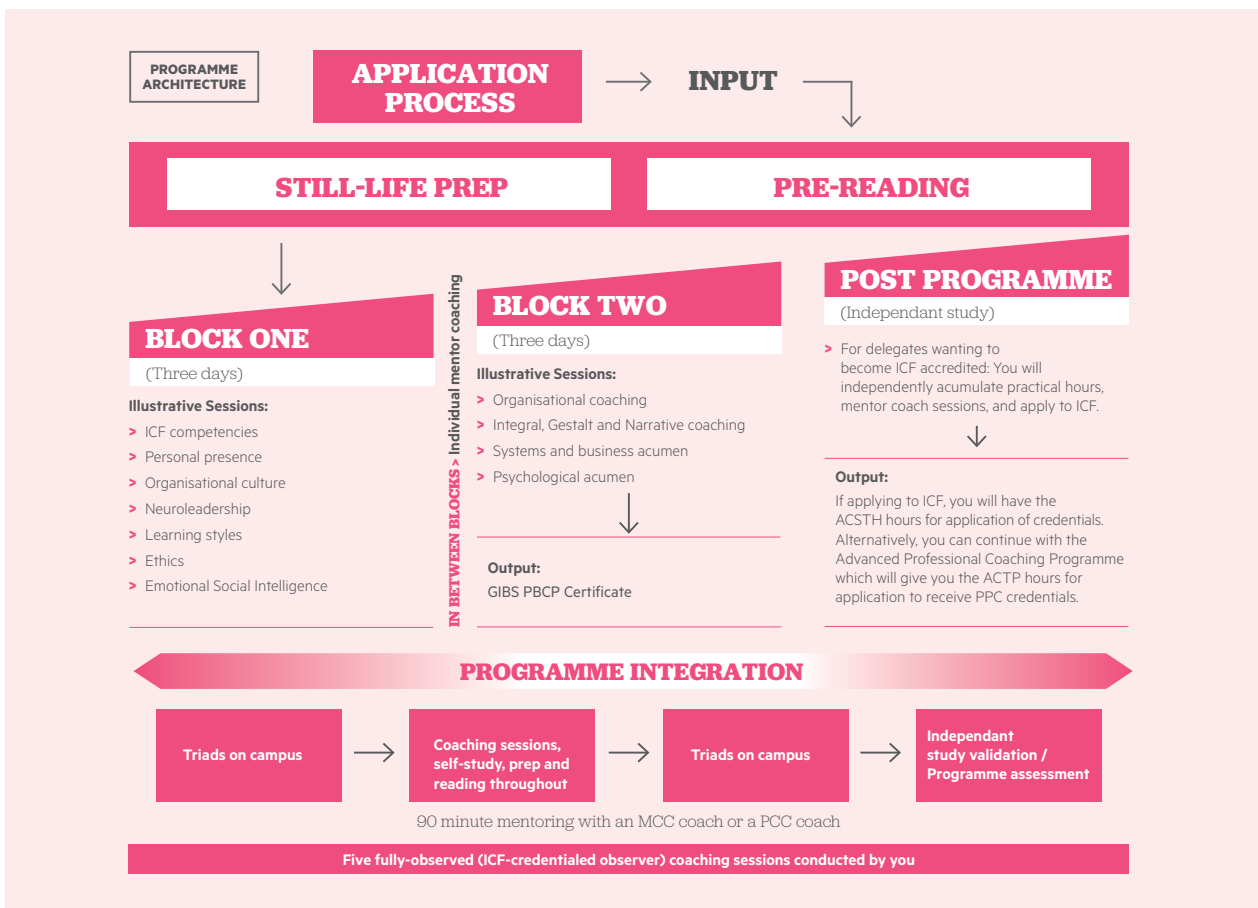
PARTNER
International
Coach
Federation



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



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About GIBS

Founded in 2000, the University of Pretoria's Gordon Institute of Business Science (GIBS) is an internationally accredited business school, based in Johannesburg, South Africa's economic hub,

As the business school for business, we focus on general management and aim to significantly improve responsible individual and organisational productivity and performance, in South Africa and in our broader African environment, through high quality business and management education.

In May 2020, the annual UK *Financial Times* Executive Education rankings,

a global benchmark for providers of executive education, once again ranked GIBS as the top South African and African business school. This is the 17th year running that GIBS has been ranked among the top business schools worldwide. As one of the leading business schools in South Africa and Africa, we inspire exceptional performance.

GIBS is accredited by the Association of MBAs (AMBA), the Association to Advance Collegiate Schools of Business (AACSB), the Council on Higher Education (CHE) and is a member of the South African Business Schools Association (SABSA), and the Association of African Business Schools (AABS).

For more information, visit www.gibs.co.za

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