

Cullen Scholefield has over twenty years experience in Coaching and Mentoring, including supporting and developing others, in a variety of sectors and at different levels, to become better coaches and mentors.

Cullen Scholefield is approved by the Institute of Leadership and Management to offer a range of Coaching and Mentoring qualifications. These qualifications range from Level 2 Mentoring for team leaders through to Level 7 Executive Coaching and Leadership Mentoring.

The ILM Level 7 Certificate in Executive Coaching and Leadership Mentoring is delivered over six workshops across a six month period with activities between these events. There is an opportunity in the workshops to undergo some peer coaching where your coaching practice will be observed and our tutors will provide feedback on your developing coaching skills. You must complete around 20 hours of coaching with your own clients outside of the workshops. There are two assessments:

- **Work Based Assignment** - developing a coaching programme to improve leadership within an organisation.
- **Reflective Review and Coaching and Mentoring Diary** - a record of your reflection on your coaching practice

All candidates will complete the Certificate first and then may choose to continue on to complete the full Diploma. The main difference between the two qualifications is the time spent in coaching practice. For the Certificate you are asked to work with around 4 coachees to complete 20 hours of coaching practice. In the Diploma this is significantly increased to 125 hours of coaching with more clients. We ask you identify potential clients before coming on the programme. Where candidates have difficulty with this, we hope other people on the course may be able to help.

Programme Overview

Workshops

Workshop 1
Induction & Role of Coaching & Mentoring in Leadership Performance

Workshop 2
The Coaching & Mentoring Environment

Workshop 3
Understand Self as a Coach and Mentor

Workshop 4
Considering the Client's Context

Workshop 5
Coaching Approaches & Techniques

Workshop 6
Reflection of Personal Coaching Competence

Activities between Workshops

Coaching Practice (contracting)
Reflective Review

Coaching Practice (implementation of learning)
Reflective Review

Coaching Practice (implementation of learning)
Reflective Review

Coaching Practice (implementation of learning)
Reflective Review

Coaching Practice (implementation of learning)
Reflective Review

Complete Work-Based Assignment
Complete Reflective Review

The overall cost of the Certificate programme is £2,750. This includes all workshops, peer coaching, supervision (access to and support from your trainer), a core textbook, learning styles analysis, Myers-Briggs profile, access to the Cullen Scholefield library and eHub, assessment, quality assurance, registration and certification. Included in the ILM qualification is automatic access to free ILM studying membership.

Programme Detail

Workshop 1

Induction & Role of Coaching & Mentoring in Leadership Performance

Induction – information about Cullen Scholefield, ILM, and the Certificate programme
How C&M contributes to developing leadership performance; to include models, vision, performance, strategies, nature, purpose, perspectives, costs, benefits, and evaluation techniques

Workshop 2

The Coaching & Mentoring Environment

Reviewing the conditions which enable develop leadership practice to be developed through C&M; to include C&M models, effectiveness, boundaries, and relationship characteristics

Workshop 3

Understand Self as a Coach and Mentor

Establishing own effective performance in order to coach and mentor leaders; to include ethics, psycho-social, perceptions, beliefs and values, contracting, communication, challenging, reflective learning to develop self, supervision, networks, constructive criticism, and learning to be a reflective practitioner.

This session will include observed Peer C&M with feedback from your trainer.

Workshop 4

Considering the Client's Context

The impact of client's personal characteristics and their organisational context on C&M; to include personality, values, influencing, nature and purpose

This session will include observed Peer C&M with feedback from your trainer.

Workshop 5

Coaching Approaches & Techniques

Plan, deliver and review C&M; principles, practices, characteristics, strategies, concepts, records, action plans, review

Contracting for leadership mentoring or executive coaching; techniques, behaviours, contracts, L&D outcomes, learning styles

This session will include observed Peer C&M with feedback from your trainer.

Workshop 6

Reflection of Personal Coaching Competence

Reflect and review your own C&M to inform own development; strategies, practices, reflection, social interaction, reflective practitioner theory and behaviour