

Developing with Colleagues: The art of supporting new coaches

*A webinar series with Professor David Clutterbuck
and Dr Clare Beckett-McInroy*

ICF 4.5 CCE Core Competency Hours



This unique webinar series is aimed at experienced coaches, who are supporting the professional development of less experienced coach colleagues. While the major professional bodies in coaching may have different language to describe this role (for example, buddying or mentoring), the aim is the same: to create a learning environment for the professional development of a newly qualified coach.

What's lacking is clarity about the skills and competencies of this colleague-helping role, the outcomes that should be expected, how the relationship should be developed... and so on.

In this series of three intensive webinars, we will draw upon global experience and good practice to explore how you can develop your expertise and capability in what – when done well – is a demanding and rewarding role that results in significant learning for both parties.

We'll help you clarify the boundaries between mentoring a coach colleague and professional supervision and how to work together on a coach development plan with internal and external nuances. In short, we'll help you build into your peer support activities a similar level of professionalism to that you bring to your coaching.

Here are some of the topics we will cover in these 75 minute webinars:

WEB INAR 1:

So what is peer support all about?

- The aims and purposes of peer support for new coaches
- What does good look like and how can we measure the quality of our peer support?
- How to establish a peer support relationship: contracting, setting expectations, the importance of professional friendship
- What's the difference between buddy, mentor, supervisor and others? Agreeing which role you will play
- Mentoring as "coaching plus" – origins and applications of the two main models of mentoring and how they have influenced the development of modern coaching around the world
- How coaches mature: exploration of the four mindsets and the transitions between them. How to assess your own maturity as a coach and engage the new coach with a vision of their potential to mature.
- Open space: A chance to raise and explore issues of your choosing

WEB INAR 2:

Developing the new coach support relationship

- Key phases in the relationship development
- What are the most common issues new coaches face and how can you help?
- Concepts and practical tools for working with each of these issues
- Managing boundaries (if you think this is challenging in normal coaching, it's even more so in this context!)
- Establishing and working with a Coach Development Plan
- Open space: A chance to raise and explore issues of your choosing

WEB INAR 3:

Consolidated Learning

- How to be a role model as a coach
- Supporting the new coach through crises
- Shadowing: Observing and giving feedback (you shadow them) and letting them shadow you
- Reviewing specific experiences the new coach brings for discussion
- Ground rules for sharing new tools and techniques
- Open space: A chance to raise and explore issues of your choosing



Professor David Clutterbuck, PhD

One of the pioneers of coaching and mentoring, David Clutterbuck is visiting professor of coaching and mentoring in three universities – Sheffield Hallam, Oxford Brookes and York St John. Co-founder of the European Mentoring and Coaching Council in 1982, he is now its Special Ambassador, tasked with spreading good practice in coaching and mentoring across the world. In this role, he collaborates with all the main coaching professional bodies globally.

He is author or co-author of more than 65 books, including the first English language books on team coaching, developmental mentoring and coaching culture, and two books on coach supervision – one a Handbook of Supervision concept and practice, the other aimed at coaches, who want to make best use of supervision. He supervises coaches on five continents. His book *Everyone needs a mentor* (1985) is the classic text for developmental mentoring and has seen five editions.

David is Practice Lead for Coaching & Mentoring International, a global network of specialist trainer-consultants in mentoring and team coaching. He is also a prime mover in the systemic talent management movement, which takes a complex adaptive systems approach to talent management in organizations. Underlying all his research and writing is a desire to improve the quality of conversation in all aspects of human endeavour.



Dr Clare Beckett-McInroy

EdD MAEd PG Dip BA QTS PCC CPCC MAC

Passionate about enabling personal and professional potential, especially, and not exclusively, with women. Master Executive Coach, CEO and Founder of BMC, CoachME and BIZNET. Education and Development Advisor for the YBA Kanoo family. Lecturer, University of Strathclyde's (UK) MBA, and facilitator on Masters programmes for Royal College of Surgeons Ireland (RCSI MUB). Designs and delivers numerous accredited programmes including Organisational and Leadership Coaching with, for example, ICF, AC and ILM. International Speaker and researcher at Harvard University, Mansoura University and The University of Manchester, OPAL, CAMPDEN and Loedstar Conferences. 100+ published articles, two book chapters (Routledge), three published books. Editorial Board Member for the International Journal of Mentoring and Coaching with European Mentoring and Coaching Council President, BIZNET (Professional networking forum) and VP of International Coaching Federation (ICF), Bahrain Chapter. Professional Member of Association for Coaching International (AC) as well as Journal Editor and MAC/OMAC status.

- Member British Psychological Society (Level A 'ability' and Level B 'personality')
- Coaches Training Institute (CTI) California, Leadership Programme
- Coaches Training Institute Certified Coach (CPCC with PCC from International Coaching Federation)
- Doctorate of Educational Research (EdD) The University of Bath
- Post Graduate Diploma in Professional Development in Education with The Open University
- MA in Education with The Open University.

This 3-part Webinar will equip you with the essential tools
in the art of supporting new coaches.

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TO BOOK YOUR PLACE
OR FOR MORE INFORMATION
PLEASE CONTACT:

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WEBINAR	DATE	EST	GMT	KSA
1	21 February	1 pm	6 pm	9 pm
2	8 March	1 pm	6 pm	9 pm
3	11 April	2 pm	6 pm	8 pm

Cost: \$250

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