

**BECKETT
McINROY**

CoachME
Mentor Coaching

CCE
ICF CONTINUING
COACH EDUCATION
ICF

**Grow as a Coach.
Increase your Repertoire of Services.
Experience Coaching Competencies Inside-out.**

40+ ICF CCE

**MENTOR
COACHING
CERTIFICATION
& MENTOR COACHING**



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What Is Mentor Coaching?

Mentor Coaching is when a more experienced coach provides Mentoring, feedforward, coaching, and target setting for you on your coaching using, for example, the ICF Competencies and Markers for benchmarking purposes.

We partner with you through a live observation followed by Mentor Coaching, by sharing MCC and PCC recorded sessions from our Faculty and we also ask you to share recordings of coaching sessions in advance of the Mentor Coaching. All the CoachME Mentor Coaches have had ICF and/or CoachME training in Mentoring and assessment of coaching sessions as well as observations on their Mentor Coaching.

We provide Mentor Coaching and Mentor Coach Training.

CoachME is delighted to be delivering this fully revamped professional development programme in-line with the new ICF PCC Markers, 2021 Core Competency Model, Mentor Coaching Competencies, AND team coaching competencies!

Gain experience in ICF Core Competencies, skills, and behaviours to develop your Mentor Coaching capacity, benefitting your own learning, your mentees (coaches you mentor) and the wider system!

Overview

Join a small group of passionate professionals in this deep development experience. Grow your skills, knowledge, and behaviours to ensure you are confident, capable, and calculated in applying an in-depth understanding of the ICF Core Competencies in your mentor coaching sessions.



WHO IS THIS PROGRAMME FOR?

Who This Programme Serves:

- ICF certified coaches seeking to engage other coaches for development as their clients through offering individual and group mentor coaching services.
- Participants in this program must have earned an ICF credential, and if at the ACC level, hold that credential for at least one year if you intend to offer mentor coaching services.
- This programme is also suitable for coaches embarking on Professional Certified Coach (PCC) and Master Certified Coach (MCC) credentialing as you experience mentor coaching from 'the other side'.

With a blend of knowledge, skills, and experiential, contextually based learning experiences, we encourage you to be a reflective practitioner throughout.

Together we partner to clarify how the Markers are used for assessment purposes for providing effective feedback as a Mentor Coach. You will practice Mentor Coaching with your peers whilst working also with your own Mentee as part of the Certification element.

This programme has been approved for 40+ ICF CCEs and is at Level 7 (UK Qualification Framework) and is an advanced coach training programme where you will further develop your own coaching – including knowing, understanding and being able to apply a systemic lens in coaching and mentor coaching.

The programme is delivered over 8 modules live online and includes ongoing practice, reflections and reading – culminating in assessment and generative feedback on your mentor coaching.

This programme is for coaches who have at least 60 hours of synchronous coach training (ICF approved, accredited or equivalent e.g. ILM).

OBJECTIVES

Objectives:

- Develop in-depth understanding of the different roles a coach may have and the specific distinction of Mentor Coaching and SUPERvision (therapy and consulting and traditional mentoring) for Credentialing.
- Be able to apply ICF Core Competencies in Mentor Coaching practice.
- Work confidently indicating the difference between ACC and PCC level coaching for each Core Competence
- Experience giving and receiving feedback whilst practicing the learning of the programme both verbally and in writing
- Know, understand, and effectively apply the roles and responsibilities of an ICF Mentor Coach for Credentialing and development purposes whilst creating appropriate documentation, upholding ethical standards, and pricing, pitching, and promoting clearly.

Should you require one-on-one Mentor Coaching from one of our PCC or MCC ICF Mentor Coaches we provide this as an add-on service.



ADVANTAGES



BECKETT MCINROY / CoachME's Mentor Coaching Certification helps you discover your own potential and wisdom to Mentor other Coaches.

Be an effective Mentor Coach for Coaches with the help of constant and meticulous training by our MCCs.



Learn to mentor other Coaches within the ICF Core Competencies and Markers, while strengthening your own coaching expertise.

Get all the skills, knowledge and behaviours to create a safe Coach Mentoring environment.



Earn 40+ CCEs.



Establishing your Mentor Coaching Practice

Through reading, written self-reflection, discussion and demonstration debrief, participants learn to embody best practices and characteristic behaviors of artful Mentor Coaches. You are also supported with forms, pricing, pitching and promotional materials as well as recommended processes for establishing Mentor Coaching as a line of business with individuals and groups.

"As part of my ongoing coaching development, I recently completed a COACH MENTOR programme with Dr. Clare at CoachME which provided a refreshingly different perspective to coaching. Having this certification enables me to mentor and supervise other coaches either in their workplace or on their journey towards accreditation. I thoroughly enjoyed the course and in particular appreciated the effort put in by Dr. Clare and Coach Sameera to provide well researched references and the classroom discussion which stimulated both introspective and reflective thinking, making the content more impactful and relevant.

If you believe you can become a coach mentor then this course is a great place to start and I wish you well on your journey to a brighter more accomplished coaching world".



Mike Jackson,
ELEV8.COACH, ACC

BENEFITS

Benefits of Completing this Programme:

- Obtain detailed feedback on your coaching based on key coaching competencies
- Learn a Mentor Coaching Model to enhance core coaching competencies
- Receive developmental feedback on the next steps for your coaching development
- Observe and learn a powerful coaching developmental style
- Learn from world-renowned faculty
- Develop a potential new skill kit to add revenue to your coaching practice as a Certified Mentor Coach
- Practice mentoring and coaching with an experienced group of peers
- Experience a supportive small group setting learning environment
- Receive invitationonly event access
- Join an elite, warm and supportive group of advanced coaches
- Possibility to join a pool of potential instructors for future BECKETT MCINROY / CoachME programmes
- Gain membership to the CoachME Community including complementary CCE sessions throughout the year
- Option to be added to our list of Certified Mentor Coaching, joining our team!

"Finding the right training programme is similar to finding the right coach for your needs at the time. Clare is definitely embracing coaching with all her heart and soul. I attended Clare's Mentor Coaching Certification which was an excellent mix of practical mentor coaching sessions and exposure to different tools to extend coaching and mentor coaching skills. I have attended many MCC classes during my coaching journey - but genuinely felt "at home" with Clare. Clare has my full trust and the ability to bring the very best out of each individual, to fostering belief in themselves. Thank you Clare for supporting me to complete my PCC."

Ute Purschke-Hamdani, ICF PCC
Vice President Global Human Resources, DDW

Programme Content

The programme comprises several in person or live on-line modules culminating in written, verbal and performance assessment mapped to ICF Mentor Coaching Competencies. Upon successful completion you will gain the CoachME Certification in Mentor Coaching and 40+ ICF CCE.

Indicative Content:

- Know and understand the role and responsibilities of a Mentor Coach and a Mentee
- Demonstrate thorough and effective contracting for one-to-one and group Mentor Coaching, as well as with organisations
- Develop an in-depth awareness of the use of Mentor Coaching for Coaching development and Credentialing
- Demonstrate thorough understanding and application of ICF Core Competencies and Markers
- Articulate the difference between ACC, PCC and MCC level coaching for each Core Competence
- Work with a range of on-line tools to enhance reflective practice
- Integrate learning from skill-drills into your Mentor Coaching
- Practice and receive feedback on directive and non-directive Mentor Coaching
- Understand the purpose of giving feedback as a Mentor Coach and to establish best practice of verbal and written feedback
- Confidently manage difficult conversations related to the Mentee's performance
- Recognise and effectively practice using the ICF PCC Markers as performance evaluation process
- Effectively work with appropriate documentation.

Why Choose a CoachME Mentor?

Our team of Professional Certified Coaches (PCC) and Master Certified Coaches (MCC) are members of the ICF Mentor Coach Registry, and many are also Certified Coach SUPEERvisors and Coach Trainers as well. We provide Mentor Coaching in small groups targeting specific levels (moving to ACC, from ACC to PCC and from PCC to MCC) and on a one-on-one basis. We also share periodically focused sessions targeting specific competencies which can be attended ad-hoc.

We have all been assessed by Dr Clare Beckett-McInroy EdD, MAEd, ICF MCC & ACTC, EMCC MP & ESIA, ICP-ACC on our Mentor Coaching using the ICF Mentor Coaching competencies. This is a rigorous ongoing process so that we, as a team, all continue to learn and increase the quality of our practice together.

Why Mentor Coaching?

There are several reasons that coaches dive into Mentor Coaching. Here are just a few:

- To provide professional assistance to help coaches accomplish and demonstrate the levels of competency required by the desired ICF credentialing level.
- To practice, in the moment, ways to demonstrate, for example, increased presence or more effective questioning.
- To provide a space for reflection and professional development opportunities.
- To enable a coach to grow in confidence regardless of credentialing!
- To support action planning and accountability approaches.



MENTOR COACHING

One-on-one Mentor Coaching sessions involve an individualised process which includes the following steps:

- A preliminary discussion takes place to establish the coaches' desired result, rationale, learning preferences and timescale.
- The coach will be asked to share a recorded session of between 35 and 60 minutes in advance. On occasions live coaching may be used as an alternative.
- The coach will be asked to listen to their recording again and map their performance against the ICF Core Competencies on our pro forma.
- A CoachME Mentor will listen to the recording prior to the Mentor Coaching session whilst also completing our thorough assessment pro forma.
- The Mentor Coaching session takes place online live usually via ZOOM where a discussion of the coaching session and agree targets for improvement are co-created.
- Indicators for progress checks are created and further session dates are planned.

"This programme was an excellent blend of knowledge and practice. A transformational experience that enabled me to Mentor Coaching with confidence..."



Alexandre Goubin,

Operating Model & Commercial Optimization, LEGO

What is Needed for the ICF Credentialing Process?

Mentor Coaching should take place over an extended time (three-month minimum) in a cycle that allows for listening and feedback from the Mentor Coach while also allowing reflection and practice on the part of the individual being Mentored.

3 hours or more of one-on-one and 7 hours or more of group Mentor Coaching are required by ICF for credentialing purposes. This can also be 10 hours of one-on-one sessions.

On the online credential application, you will list the name of each Mentor Coach, the Mentor Coach email address, the credential level of the Mentor Coach, the start and end date of each Mentoring relationship, and the number of hours of coaching from each Mentor. You are not required to provide documentation from your Mentor Coach, but your Mentor Coach should be able to confirm that the Mentoring took place. We are often asked by ICF to confirm the hours and names of those we have Mentor Coached.

We love Mentor Coaching because we always learn as well.

Contact Lea our Office Manager on office@beckett-mcinroy.com today to book your session!

We provide Mentor Coaching in a number of languages including English, French, Arabic, Farsi, German and many other languages too.

We also provide Group Mentor Coaching sessions each quarter delivered by our MCC Coaches who will be working with coaches moving to ACC, from ACC to PCC and from PCC to MCC.

Mentor Coaching & SUPERvision

Coaching SUPERvision focuses on the development of the coach's capacity through offering a richer and broader developmental opportunity for reflection, resourcing, restoring, benchmarking through a blend of support and challenge.

ICF is committed to provide opportunities to coaches to consistently develop and grow professionally. Coaching SUPERvision creates a safe environment for the coach to share their successes and failures in becoming masterful in the way they work with their clients.

We provide SUPERvision one-on-one as well as in group formats, and for Team Coaches.

"I have learned Mentor Coach duties, responsibilities and competencies from this programme. I have also developed a lot through theory and practice during the training. Clare has deep knowledge and experience in coaching and mentoring. She uses friendly and powerful teaching techniques to help us understand key concepts and models. Through Clare's feedback about my performance during the program, I have greatly developed and improved in mentor coaching."



Mahmoud Abouzaid,
*Coach, Mentor Coach & Facilitator
PCC Limitless Training & Consulting*

AWARD WINNING SERVICE



ORGANISATIONS THAT TRUST IN OUR WORK



SULTANATE OF OMAN
MINISTRY OF EDUCATION



الجامعة العربية المفتوحة
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إبراهيم خليل سكانو
EBRAHIM K. KANOO BSC



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AND DISPUTE RESOLUTION CENTRE



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Doha Chapter

شركة مطار البحرين
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UNIVERSITY OF CAMBRIDGE



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