

# Coach Development Programme

At Yeast, we enable our clients to develop a culture where individuals are internally supported through coaching. We work with our clients to embed coaching as a normal part of how individuals and teams are supported and managed in the organisation.

The Coach Development Programme is an in-depth course to develop practising, confident internal coaches within organisations. The course is run over a series of five one-day workshops. In addition, participants will be expected to carry out coaching sessions in their workplace in order to apply the learning and gain experience.

The programmes are delivered by skilled, experienced coaches who have practical experience at applying coaching in the workplace and developing systems to support coaching. The workshops are, as with all of our development, reinforced with, and supported by, coaching follow-up after each session and for a minimum of 3 months after the completion of the course.

This course can be accredited by the ILM to level 5 or level 7 through one of our partners

## Module 1 – An introduction to Coaching

Topics include:

- Exploration of what coaching is and how it differs from other interventions
- The benefits of coaching and why coaching works
- Coaching competencies
- The structure of a coaching conversation: the GROW model
- Coaching practice, reflection and feedback

## Module 2 – Key Concepts in Coaching

Topics Include:

- Reflection of coaching practice
- Coaching ethics
- Establishing a “contract” with the client
- Alternative coaching models and frameworks
- Barriers to successful coaching and strategies to overcome them



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## Module 3 – Coaching in practice

Topics Include:

- Building a business case for coaching
- Measuring the ROI of coaching
- Tools for developing practical coaching sessions
- Beliefs and values and their effect on outcomes
- Further coaching practice, reflection and feedback

## Module 4 – Awareness of self and others

Topics Include:

- Understanding personality
- MBTI trait model
- Mental Toughness and states
- Developing confidence and resilience in self and others
- Using psychometrics in coaching
- Sources of bias in self

## Module 5 – Overview of Key Theory surrounding Coaching

Topics Include:

- Communication theory
- Learning theory
- Motivation theory
- Personality theory
- Neuroscience
- Creating an ongoing development plan to improve as a coach



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