

Cultivating Coaching Cultures

The Cultivating a Coaching Culture course is a structured yet reflexive co-produced programme using blended learning to enable participants to foster a coaching approach to their practice in their context.

Participants are offered six core learning sessions which are consolidated through our online portal and can be optionally combined with exploration groups and a one-to-one tutorial. The programme can be delivered over one full day or split into half days or even weekly or monthly sessions.

Content

Core Group Programme

- Introduction session: Getting to know each other and the core tenets; coaching, culture and cultivating.
- Module 1: Principles for cultivating a coaching culture.
 - Session 1: Walking with not doing for – Looking at a coaching culture as one characterised as with not to, and support rather than help.
 - Session 2: Stories and good lives – Exploring the importance of the individual's story and vision as fundamental to coaching culture.
- Module 2: Tools for cultivating a coaching culture.
 - Session 1: The formative quality of communication – how presence supports change.
 - Session 2: The architecture of a short intervention – tools to structure everyday interactions to become life changing.
- Summary session: Preparing for take-off – moving from knowledge to action.

Each core session will be supported through our online learning platform including links to additional resources, exercises and a quiz attached to enable guided independent study. Sessions will be delivered using the principles of co-production enabling the materials to be covered in a more personal manner encouraging discussion around the participants' thoughts, feelings, experiences, and application.

We can deliver the core course content for up to 16 people in one group or you may decide to have the group smaller running two groups. The course can

be delivered over a single day or over six one-hour sessions split over six weeks / six months.

Cost: £300 per programme (up to 16 people)

Options for Additional Consolidated Learning

Our course has individual consolidated learning built in through participants having access to all the additional materials on our online portal, but we also provide additional options to further consolidate shared learning:

Exploration Groups

Our two-hour exploration groups provide an opportunity to facilitate discussion in a small group context (of up to four people) around application of the course content and their reflections made during their consolidated learning time.

Cost: £100 per group (up to 4 people)

One-to-One Tutorial

Each participant can be offered a one-to-one tutorial to enable individualisation of their learning experience and application. We find this helps people to talk more personally about how they might implement their learning

Cost: £50 per person

Organisational Accreditation

For organisations where at least 20% of staff have completed the programme we can offer **Metanoeo Coaching Culture Approved**. Lasting three-years this involves working with managers / HR to explore how coaching principles are embedded into areas such as:

- Supervision
- Operational management
- Staff development

Cost for assessment and three-year accreditation: £1495 per organisation.

This can be combined with further two-hour workshops for managers around each of the areas for £195 per workshop.

Costing note

There is no difference in charge for delivering over a day or over a longer period.