

Organization Name: Institute of Executive Coaching and Leadership

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What are your coach training philosophies?

The IECL offers a coach training program based in positive and developmental psychology, adult learning principles, social capital and systemic thinking. The coaching relationship is framed within an adult learning cycle that encourages a systematic, solution-focused process of setting goals, taking actions that ensure sustainable behaviour change and reflection to make sense of those changes.

We use the GROW model (devised by Graham Alexander and popularised by Sir John Whitmore) as a basic beginning structure at Level One, and then move “beyond GROW” at Levels Two and Three. We have also adapted Ken Wilber’s Integral model, as a framework for the coaching landscape within the organisational context. We draw on organisational learning and development literature, current coaching research and publications, contemporary neuroscience research and strength based approaches to managing people in organisations.

What delivery method does your program use? (e.g.Face to Face, Virtual)

The program is delivered via a blended learning approach. Online learning is required (approximately two to three hours per week) from three weeks prior to the three-day face to face component and for a month after. Through a program of reading and observing coaching via video, intensive experiential workshops, coaching practice, reflective learning tasks and ongoing professional development, participants engage in, and become accredited members of our community of practice. IECL Accreditation is a prerequisite for those people interested in working with the IECL as an Associate and this can be attained after completing Levels One to Three as well as engaging in ongoing, regular coaching supervision. The IECL Accreditation program is an International Coach Federation (ICF) Accredited Coach Training Program (ACTP). The ACTP accreditation can be attained by completing Levels One to Three.

How many participants typically attend your program?

Each Level of training is taught by two facilitators, with between 18 and 24 participants (average number is 20).

What are the foundational core competencies that your program supports?

All of the ICF Core Competencies are taught during the program;



Association of Coach Training Organizations

A dynamic community of peers on the leading edge of training excellence and innovation

A. SETTING THE FOUNDATION

1. MEETING ETHICAL GUIDELINES AND PROFESSIONAL STANDARDS
2. ESTABLISHING THE COACHING AGREEMENT

B. CO-CREATING THE RELATIONSHIP

3. ESTABLISHING TRUST AND INTIMACY WITH THE CLIENT
4. COACHING PRESENCE

C. COMMUNICATING EFFECTIVELY

5. ACTIVE LISTENING
6. POWERFUL QUESTIONING
7. DIRECT COMMUNICATION

D. FACILITATING LEARNING AND RESULTS

8. CREATING AWARENESS
9. DESIGNING ACTIONS
10. PLANNING AND GOAL SETTING
11. MANAGING PROGRESS AND ACCOUNTABILITY

Who are your students?

The Level One course is open to mature, professional people with experience in the corporate arena, or a background in the fields of management, human resources, facilitation, consulting, psychology/counselling, training, education and/or leadership and preferably with a post-graduate degree or the equivalent in work experience.

What philosophy(s) does your program use for the personal development of coaches?

A generative approach to learning means that our programs are designed to include all four aspects of human learning; thinking, doing, feeling and adequate time for structured and purposeful reflection. As a result, participants leave IECL workshops with practical knowledge and skills to immediately apply back in the workplace. Our methods of teaching and facilitation are based on in-depth educational theory and research. Adult learning theory, the psychology of adult development, blended e-learning, social learning and contemporary neuroscience all inform our practice. The IECL learning environment includes expert input, workshop activities, demonstration, practice with feedback, a constructive emotional ambiance and purposeful reflective conversations. We believe learning does not stop after accreditation and Alumni join the IECL global community of practice for ongoing CPD.

What do you do to support your students to determine the ROI of a coaching relationship?

Ongoing Coaching Effectiveness Research is conducted by the IECL and publications are periodically delivered to inform coaches of the benefits of coaching. The ROI of coaching is supported by the IECL methodology in a written paper written, available online.

What kind of support, if any, does your program offer to your students in developing a coaching business or managing an internal coaching program?

On completion of the Level One coursework each participant is supplied with a full set of resources to support their coaching practice, including sample coaching proposals, coaching contracts, confirmation of engagement, etc. as well as information on how to conduct a coaching engagement (e.g. number of sessions, over what time-frame, etc.) Membership of the alumni begins at Level One and participants are invited to attend Continuous Professional Development events from Level One onward. These events support the coach in staying up to date with both their peers and the industry in general.

What, if any, are the prerequisites for a student to enter your program?

Prior to commencement of Level One training, potential coaches are invited to complete an application form, stating background, qualifications, relevant experience and reasons for wanting to become a coach, or learn coaching skills and participants are screened for suitability. Candidates considered unsuitable for the training are contacted and individually interviewed. Level One is a prerequisite for Level Two, and Level Two for Level Three.

What else would you like us to know about your program?

IECL has been offering organisational coach training in Australia since 1999 and has consistently stayed at the cutting edge of the coaching industry. In 2014 we formed an alliance with Australia's Charles Sturt University, and now offer pathways to a Graduate Certificate and Graduate Diploma in Organisational Coaching and Leadership. This development arose out of our observations that coaching is moving, albeit slowly, in the direction of becoming a profession, and purchasers of coaching (our clients) are increasingly interested in the qualifications that a coach holds (as well as in their general experience in coaching and organisations, and their reputation as a coach). As part of the Graduate Diploma, IECL has developed a new theoretical coaching subject: Principles of Organisational Coaching (POC). While not a part of the ACTP program, POC provides coaches with the invaluable opportunity to explore the theoretical traditions behind coaching in general, and to determine which traditions they personally draw upon in their coaching. Student feedback on this new subject indicates that it is proving to be invaluable for coaches in terms of gaining clarity and gravitas around their descriptions to clients (and potential clients) around how they work, which theoretical traditions they draw upon, and why they choose to work in that way. POC is provided entirely online and asynchronously, and therefore is available remotely to students throughout the world.