

**Organization Name: Coaching Development Ltd**

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**What specific theorists have contributed to your coach training philosophies?**

We use a mainly competence based, client-centered model. We also draw on Berne's Transactional Analysis and NLP-Linguistic Programming. Our philosophy of training is social-constructionist, following Gergen, Vygotsky and Kolb's theories.

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

Face-to-Face.

**How many participants are in a program?**

Typically 18-21, run twice a year.

**What are the foundational core competencies that your program supports?**

The ICF Core Competencies.

**Who are your students?**

HR Professionals/Technical Specialists/Counsellors/Therapists/Teachers/Those engaged in self-development and/or the development of a coaching practice.

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

Co-active coaching. We see the experience of our trainees as being the best possible resource for learning. Our approach is constructivist and strengths-based.

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

Opportunities included and offered each day, module and at programme end via peers, tutors, mentors and administration for students to feedback and share. During the programme students have 4 clients each and reflection on the relationships they have developed with these clients forms a fundamental part of their learning.

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

Various workshops run through the year and, by invitation, to facilitate the development of a coaching practice. We offer an established consultancy for the development and management of in-house coaching programmes.

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

Commitment to the learning and a willingness to reflect on oneself.

What else do you want us to know about your program?

Launched in 2003. High number of graduates have an ICF credential. Primarily taught in English, also possible in Hungarian, Italian, German and Lithuanian.

Coaching Development's programme was launched in 2003. The training is thorough, in-depth and rigorous with a specific focus on the development of the individual as a Coach, rather than on the acquisition of an external set of skills. A high proportion of our graduates go on to gain an ICF credential.

Primarily taught in English, it is also available in Hungarian, Italian, German and Lithuanian.