



Association of Coach Training Organizations

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

Organization Name: International Centre for Business Coaching

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What specific theorists have contributed to your coach training philosophies?

From the Humanist perspective (Rogers) it takes the revolutionary idea that the person is the expert on her own learning - that she is in charge of and has responsibility for her own values, beliefs, needs etc. From this perspective is taken the concept of self-directed, independent learning as opposed to other-directed, dependent learning. It is a phenomenological approach.

From the Cognitive perspective it takes the tools of the Repertory Grid (Kelly) as a way of exploring a person's own constructs and how these may differ from those of others. If we become aware of what our constructs are then we are in a position to challenge them or to keep them if they are useful to us. Learning myths are examples of constructs which may be helpful or unhelpful to us. People's constructs may be permeable or impermeable. It also takes the view that all learning may be unlearned and relearned. The learner constructs her own meaning.

From the Behaviourist approach it takes a structured, organised and scientific format which has been developed into the Personal Learning Contract (PLC).

- Purpose
- Strategy
- Outcome and Outcome Measures
- Review

This introduces a strategic way of working with clearly defined and measurable outcomes.

Specifically the coaching theorists are: Bruce Peltier; John Whitmore; Tim Galwey; Miles Downey and Peter Szabo

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

Face to face

How many participants are in a program? Maximum of 20

What are the foundational core competencies that your program supports?

The ICF Competences and the Association for Coaching (depending on the accreditation route the Student chooses)

Who are your students?

Our students are mainly professionals in organisations who are training as Internal Coaches., although we do attract Professionals who wish to train as coaches to expand their professional repertoire.

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

The programme is designed around the premise that hybrid learning solutions are an important part of the learning and development landscape. The core components of this programme allow for traditional face-to-face work and out-of- classwork including self-organised learning; continuing professional development groups and peer coaching.

Students are encouraged to take responsibility for their own learning. This is an approach developed by Sheila Harri-Augstein and Laurie Thomas at The Centre for the Study of Human Learning at Brunel University. It explores the process of learning and change.

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

We offer our students an additional workshop on evaluation processes and return on investment

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

We offer our students an additional workshop on setting up a coaching business. For our internal clients we offer our consultancy services on the systemic introduction of coaching.

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

Students should be educated to degree level or equivalent and we take students who have professional qualifications from any field. The student must be willing to embark on a journey of self-discovery and willing to engage in self-reflection.

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

Our programme has been running for eight years and we offer it in the United Kingdom, the Czech Republic and Slovakia.