



Accredited Award in Coach Training

Programme Outline

Who We Are | What We Do:

Established in 2008, Think EQ is a leading centre for executive coaching programmes, accredited coach training and is Scotland's centre for certification in the world's only scientifically validated tool for the measurement of emotional intelligence, the EQ-i 2.0.

Our coaching and training is rooted in emotional intelligence; in understanding our own strengths and weaknesses and how we might leverage the use of emotional intelligence (EQ) to perform better in our personal and professional lives.

Our Coach Training:

Our coach training programme is accredited by the Association for Coaching. Over approximately 30 weeks (70 hours), you will learn:

- The concepts of coaching
- Communicating as a coach
- Coaching disciplines and diagnostics
- Coaching tools and models
- Coaching processes and structures
- Ethics and competencies
- The future of coaching

Alongside the theory, you will take part in practical coaching activities as a coach, a coachee and an observer. Through our Foundation, you will be matched with a real life coaching client to hone your skills in a safe space.

What you'll get:



Exciting and innovative on-demand learning modules packed full of content and resources to help you gain the knowledge underpinning the practice.



Short, live lunchtime learning and observed coaching sessions to solidify your learning and put your new skills into practice.



Accreditation class to support you in your pursuit of a professional seal of approval.



Group supervision sessions with an experienced, accredited coach supervisor.



Matched with your very own coaching client from the ThinkEQ Foundation.



Support at every stage of your learning journey from a team of practitioners who want to see you succeed.

How your programme works:

Your coach training programme will take place over 30 weeks and is a blended mix of self study, lunchtime learning and observed coaching mornings:

Self Study:

A series of on-demand learning modules to complete at your own pace, comprising articles, videos, practical coaching and coaching demos.

Lunchtime Learnings:

Live classroom discussion groups where you will come together and learn key theory around coaching.

Group Supervision:

Supervision sessions with our Accredited Coach Supervisor in a group context to share your experiences and get support.

Observed Coaching Mornings:

Live sessions with your cohort observing, being observed, and receiving valuable feedback on your coaching.

Real Client Experience:

You'll have the opportunity to take on a real coachee from our Think EQ Foundation.

Month 1 | Preparing For Your Programme

Completion time: 4 hours

	<p>Self Study</p> <p>Learn at your own pace on our online learning portal. In your first month, you will be invited to join the online learning portal, familiarise yourself with the format and layout and then move through the preparatory modules. Now is a great time to hover over to the 'course dates' tab and add each classroom session to your diary.</p> <p>In this section of the course, you can take an EQ assessment and schedule a feedback coaching session with one of our coaches.</p>	<p>3 hours Online learning portal</p>
	<p>Lunchtime Learning</p> <p>Join the lunchtime learning session online to meet your course mates and facilitator. In this session, we will discuss this section's ponder points in more detail too. Have you completed your EQ assessment?</p>	<p>1 Session / 1 hour Online classroom sessions</p>

Month 2 | Developing Your Coaching Skills

Completion time: 8 hours

	<p>Self Study</p> <p>In your first month, we would like you to move to the next section and learn about what coaching is and how it differs from other forms of support. Learn about the benefits of coaching and what it is used for. Watch coaching demo 1 and note down your reflections and update your learning log.</p>	<p>2 hours Online learning portal</p>
	<p>Lunchtime Learning</p> <p>Join the lunchtime learning session online for a discussion on what coaching is and our process.</p>	<p>1 Session / 2 hour Online classroom session</p>
	<p>Observed Coaching Morning</p> <p>This is the first of your observed coaching sessions and is a chance for you to practice your skills in a safe space and under the direction of an experienced coach. In this session, you will be assigned your coaching triad and carry out a first coaching session.</p>	<p>1 Session / 4 hours Online classroom session</p>

Month 3 | Enhancing Your Communication Skills

Completion time: 8 hours

	<p>Self Study</p> <p>You're skilled in navigating the platform now and you're working your way through the online learning modules. This month, we would like you to start thinking about the skills you already have; listening, questioning, curiosity, awareness and challenge and how we use them in our coaching conversations. This month, we would like you to watch coaching demo 2, make some reflective notes and update your learning log.</p>	<p>2 hours</p> <p>Online learning portal</p>
	<p>Lunchtime Learning</p> <p>Join the lunchtime learning session online for the classroom based portion of this month's learning where we will discuss communication in more depth.</p>	<p>1 Session / 2 hours</p> <p>Online classroom session</p>
	<p>Observed Coaching Morning</p> <p>Join your group online again for the second of your observed coaching mornings. Under the careful supervision of an experienced coach, you will carry out your Session 2.</p>	<p>1 Session / 4 hours</p> <p>Online classroom session</p>

Month 4 | Disciplines of Coaching

Completion time: 13.5 hours

	<p>Self Study</p> <p>Learn at your own pace on our online learning portal. This month, you will be asked to move through the online learning modules, review the ethics and competencies in coaching and watch coaching demo 3. You will be required to update your learning logs and reflection workbook.</p>	<p>2 hours</p> <p>Online learning portal</p>
	<p>Lunchtime Learning</p> <p>Join the lunchtime learning session online to learn more about clean language, emotional intelligence coaching, solutions-focused coaching, cognitive behavioural coaching and tools/methods to support your practice.</p>	<p>2 sessions / 4 hours</p> <p>Online classroom sessions</p>
	<p>Observed Coaching Morning</p> <p>Join the live online classroom and get feedback on your coaching session three.</p>	<p>1 Session / 4 hours</p> <p>Online classroom sessions</p>
	<p>Supervision</p> <p>Join your group online for the first of your supervision sessions with our accredited coach supervisor. In this online class, you will chat through your experiences of coaching so far and get support on any challenges you have experienced.</p>	<p>1.5 hours</p> <p>Online classroom session</p>

There will be a pause in your programme between the last section and the next. During this pause, we would like you to carry out your Coaching Session 4. Note that this will not be an observed session.

Month 5 | Workplace Coaching

Completion time: 14.5 hours

	<p>Self Study</p> <p>Navigating through the online learning portal, you will be heading to the 'Workplace Coaching' section this month. Now, we would like you to review the AC ethics and competencies and watch coaching demo 4. You will be required to update your learning logs and reflection workbook.</p>	<p>4 hours</p> <p>Online learning portal</p>
	<p>Lunchtime Learning</p> <p>In the lunchtime sessions this month, we're exploring situational coaching models and learning how to contract with our coaching clients. In this session, we'll also be looking at the business of coaching and the roles of an internal and external coach.</p>	<p>2 hours</p> <p>Online classroom sessions</p>
	<p>Observed Coaching Morning</p> <p>Join the live online classroom and get feedback on your coaching session five.</p>	<p>2 Sessions / 7 hours</p> <p>Online classroom sessions</p>
	<p>Supervision</p> <p>Join your group online for your next supervision session with our accredited coach supervisor.</p>	<p>1.5 hours</p> <p>Online classroom sessions</p>
	<p>Real Life Coaching Experience</p> <p>This month, you will also be matched with your Foundation coachee and begin coaching them.</p>	

Month 6 | Next Steps and Reviewing Your Development

Completion time: 10.5 hours

	Self Study Learn at your own pace on our online learning portal. This month, you will be asked to move through the online learning modules to ultimately create your own development plan. We would also like you to watch coaching demo 5.	3 hours Online learning portal
	Lunchtime Learning Join the lunchtime learning session online. This month, we will be looking at how you develop as a professional coach through supervision. In this session, we will look closely at 'The 7 Conversations'. If you've done a book review, we'll look at that too.	2 hours Online classroom session
	Observed Coaching Morning Join the live online classroom and get feedback on your coaching session six.	4 hours Online classroom session
	Supervision Join your group online for the next supervision session 3. Chat to us about any successes or challenges in your sessions.	1.5 hours Online classroom session

Month 7 | Building Towards Accreditation

Completion time: 8.5 hours

	Self Study You're nearing the end of the programme now and this month, we're looking at what comes next in your journey towards becoming a coach. This month, we would like you to define your own coaching approach. You will need this later when you apply for accreditation. Please also watch the final coaching demo (6).	4 hours Online learning portal
	Lunchtime Learning To support and guide you through the process for accreditation, this month's lunchtime learning session is a review of the application process.	2 hours Online classroom sessions
	Supervision Your final group supervision session is a chance for you to reflect on the whole journey and ask any questions of your coach supervisor.	1.5 hours Online classroom sessions
	Lunchtime Learning (Final) In this final lunchtime learning session, you will join your group for one last session to create your own affirmation, discuss your final learnings and receive your professional coaching certificate. Congratulations! You did it!	1 hour Online classroom session



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