



The Professional Leadership Coach Training Programme: Executive Summary

To meet today's biggest business challenges, coaching is an essential *leadership* tool.

Coaching is one of the most effective tools for leaders at all levels to deliver transformational business results.

Coaching is a key leadership skill

Leaders are more influential when adopting the coach style. They encourage innovation and accountability, create cultural change, and develop the next generation of leaders.

Leadership coaching is a specialist skill

Leadership coaching requires an understanding of the complex ways in which organisations interact and operate, at individual, team and group levels - and the leadership factors in play.

Leadership coaching requires professional skills and high levels of integrity.

The Professional Leadership Coach Training Programme is accredited by the International Coach Federation (ICF). We meet their high standards, which means -

- The **content** delivers to the ICF standards of Ethics and Coaching Competences
- Our **Faculty** are Accredited Coaches - with business and leadership experience

Leadership coaching has personal benefits and builds capacity in the organisation.

Leadership is about being personally successful, and enabling success in others. Leadership is required at personal, team, and organisational levels, and in society. One key way of delivering success is to build great teams. A cohesive team will out-perform a group of individual high-achievers any time.

igniting
excellence
in leadership

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About the Forton Group

We're a specialist leadership development company, providing consulting & research, coaching & coaching skills training services. We work for **people** who want to improve the way they lead and manage, for **coaches** who want to become world-class, and for **professionals** in HR, OD and Learning & Development who support others to *lead, achieve, and succeed*.

The Professional Leadership Coach Training Programme

This programme is internationally-accredited, leadership coach training: a systematic grounding in the skills, principles and ethics of leadership coaching.

We train motivated and talented people to become coaches, and leaders to be more coach-like in their leadership; fully capable of coaching others to enhance their performance, build their career, and, most importantly, deliver on their leadership potential.

Specific outcomes

Participants will be better equipped to

- Support and develop others by applying coaching, mentoring and feedback skills with confidence
- Deliver results, personally and through their teams or clients
- Improve productivity, through identifying opportunities to be more personally effective and supporting these improvements in others
- Better understand behavioural issues
- Lead, support and motivate staff

Programme overview

The full programme comprises four modules, each of which can be taken, and are accredited, individually. Training is classroom based and via teleclasses, with group Mentoring and individual Supervision.

The goals for the programme are to -

- Train to a professional level of leadership coaching competencies
- Supply the tools and practices for effective leadership coaching
- Achieve an internationally recognised coaching qualification

Programme Benefits

- Training to internationally accredited standards
- Leadership effectiveness for coaches and their clients
- Designed by and for people with senior leadership experience

High Quality Materials

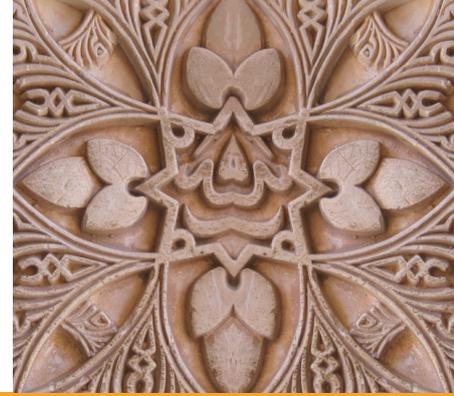
Participants receive all the materials and support they need to be successful as a leader and a coach.



The Forton Group enabled BT to develop an internal professional coaching faculty which has delivered significant business value both to individuals and the company. I would strongly recommend The Forton Group to any organisation looking to introduce or advance their internal coaching capability.



Overview of the Four Core Modules



Our programmes are designed so each participant works on their own personal growth and development, practising the skills they need to use. They use real life examples and challenges.

At the end, participants know how to coach others. They also take away valuable learning to support them in leading and coaching back in their work environment. The programme encourages participants to apply these skills immediately.

This is a highly interactive programme. Delivery is balanced between theory; coaching demonstrations; practice; discussion, and review.

Module One

Ignite; the foundation course in leadership coaching

- Two days of classroom training
- Four 1 hour group teleclasses

Module Two

Developing course in leadership coaching

- Three days of classroom training
- Four 1 hour teleclasses
- Four 1 hour coach mentoring and supervision sessions

Module Three

Advanced course in leadership coaching

- Three days of classroom training
- Six 1 hour coach mentoring and supervision sessions

The first three modules comprise Part One of our ICF accredited training, leading to “Certified Leadership Coach” status (ICF’s ‘Associate Certified Coach’ level).

Module Four

The Coach’s Journey: training to PCC level

- Five day residential in-person training
- Registration on the Virtual Programme
- Includes the Professional Leadership Coach exam
- Optional: Mentor Coaching/ Supervision participation

Leads to “Professional Leadership Coach” status (ICF’s Professional Certified Coach’ level).



Entry requirements

Module One

An open programme for students at any level.

Modules Two and Three

Completed module one, or similar coach-training programme.

Module Four

Applicants should have at least 60 hours Coach-specific training (ICF ACC level) before attending this course, e.g. Modules one-three of the Professional Leadership Coach Training Programme, above, or similar.

Please contact us to discuss your individual training requirements and prior training.

info@thefortongroup.com

“ICF Coach Member”

“As of April 1, 2013, individuals must have completed at least 60 hours of coach-specific training” to become or remain a full member of the ICF. **Modules one-three** of this programme fulfil those requirements.

The Professional Leadership Coach Training Programme: accredited, tried and tested.

Module 1: Ignite Leadership Coaching



Overview

Workshop duration: 2 days, plus four 1 hour skills application review sessions (teleclasses)

Learn the skills for a coaching style of leadership, or to coach leaders.

Explore the Principles of Leadership Coaching, how coaching and leadership is more than problem-solving. Understand how to shift the power-relationship to a creative partnership.

Apply Coaching in real-world situations

Practice the skills of a leadership coach in live situations, not 'role play'; unlock resourceful thinking and attitudes. Create learning and growth, as well as achieving goals.

This workshop is for

Experienced managers looking to

- Build their leadership skills
- Explore new ways of motivating others
- Change the culture

People new to management & leadership

- Create and share 'the vision thing'
- Inspire a culture of resourcefulness
- Develop people and leadership skills

Coaches looking to

- Learn new coaching tools and techniques
- Support leaders to learn and deliver

By the end of this workshop you will be able to:

- Be a more effective coach or leader
- Have created your own vision for leadership
- Understand and use the skills of professional leadership coaching

This workshop covers

Working as a Coach-like Leader

- Exploring leadership qualities and behaviours
- Applying a visionary style of leadership
- Understanding the role of coaching

The Steps, skills and principles for Effective Coaching Conversations

- Explore the Professional Leadership Coaching model
- Give and receive coach-like feedback
- Blend strategic thinking with action planning

Ongoing Personal Development

The four 1 hour teleclasses are the opportunity to discuss practical skills application.

“ I wish I'd known about the coach approach earlier, as it is transforming my style & approach in all aspects of my life.

”

Module 2: Developing Leadership Coaching



Overview

Workshop duration: 3 days, plus four 1 hour group review sessions (teleclasses) and 4 hours Mentor Coaching (1:1 supervised coaching and feedback sessions)

This workshop is the second step in the accredited programme.

On this three day workshop you will explore the meaning of leadership and its links to coaching; develop your coaching skills, receive feedback, and explore your leadership values.

What to expect

This workshop is suitable for leaders and coaches working towards an internationally recognised qualification.

Leaders with coaching experience looking to

- Develop their coaching skills further
- Apply emotional intelligence tools
- Understand the power of values

Coaches wishing to

- Learn leadership coaching techniques
- Build their coaching experience
- Add depth to core coaching skills

By the end of this workshop you will be able to:

- Coach others to grow as leaders
- Understand leadership styles
- Deepen your core coaching skills
- Grow emotional intelligence in yourself and others
- Improve your relationships with colleagues, suppliers and customers

This workshop covers

Working as a Leadership Coach in formal and informal situations

- Discover and explore values
- Deepen your understanding of the principles of leadership coaching

Growing Emotional Intelligence

- Coaching to raise awareness of emotions, build emotional capacity and grow emotional capability in ourselves and others
- Deepen your listening skills

Ongoing Personal Development

- Four 1 hour teleclasses, an opportunity to discuss practical skills application
- Mentor Coaching: A mentor coach observes you coaching a fellow student and gives in-depth feedback
- Peer Coaching



I did value a lot from the programme, especially the focus on the client's goals and aspiration. This seminar has added a much needed dimension to my coaching.

Ron Butcher, Kennisis Group



Accredited Coach Training Program
International Coach Federation

Module 3: Advanced Leadership Coaching



Overview

**Workshop duration: 3 days,
plus 6 hours Mentor Coaching**

This workshop is the third step in the accredited programme

This workshop is for

Experienced managers with coaching experience looking to develop

- Leadership coaching skills to a professional level
- Personal awareness and influencing skills
- Ways to motivate and lead others, even in complex and challenging situations
- Change the culture to one where everyone takes responsibility and shows leadership

People with intermediate coach training, wishing to

- Achieve a recognised qualification
- Develop leadership coaching techniques
- Apply emotional intelligence tools

What to expect

On this three day workshop you will gain the essential skills required for successful leadership coaching to ICF 'Associate Certified Coach' level.

By the end of this workshop you will be able to:

- Practice leadership coaching skills, with confidence and ease
- Underpin your coaching with the Forton Group's Leadership Principles and International Coach Federation ethics
- Use your coaching skills and principles to lead teams, support peers and colleagues

This workshop covers

Working as a Leadership Coach in formal and informal situations

- Understanding the impact of authenticity and the 'ideal self'
- Understanding what it means to be an influential leader
- Coaching to grow emotional capability in yourselves and others

Coaching Competencies to ICF standards

- Understanding the International Coach Federation competencies, ethics, and exam requirements
- Demonstrating understanding of the Professional Leadership Coaching Model

Ongoing Personal Development

A mentor coach observes you coaching a fellow student and gives in-depth feedback.



I've taken my share of corporate courses, but this one is different, to the point that I'm signing-up for the next level.



Andrea Chan, Senior Manager, HR, Axa

Module 4: The Coach's Journey



Overview

Workshop duration: 5 days residential, plus over 50 hours of teleclasses

This higher level module is recognised by the ICF (at 'Professional Certified Coach' level). This leads to the Professional Leadership Coach qualification. You will gain the essential skills required for professional leadership coaching.

A highly interactive course with practical exercises before, during and after the workshop, including access to our year-long virtual programme.

This workshop is for

Experienced leaders with significant coaching experience looking to

- Develop leadership coaching skills to the highest level
- Inspire others to achieve more by being an authentic leader
- Unlock people's potential by building on their emotional intelligence
- Change the culture to one where everyone takes responsibility and shows leadership

Experienced coaches, accredited to ICF 'Associate Certified Coach' or equivalent wishing to

- Add depth by developing leadership coaching techniques
- Achieve Professional Certified Coach accreditation
- Renew your ICF credentials

By the end of this workshop you will be able to:

- Deliver leadership coaching skills to a professional level
- Appreciate the 'leadership journey' and coach to the greatest challenges faced by leaders
- Underpin your coaching with the Forton Group's Leadership Principles and International Coach Federation ethics

This workshop covers

- **The Leadership Journey:** explore Joseph Campbell's work 'Hero's Journey' and 'Heroine's Journey' - how this may be different
- **Using different coaching styles:** uncover creativity and innovation
- **Exploring archetypes:** challenging our clients to see more, be more and achieve more
- **Whole systems thinking:** support the client to be successful in complex systems
- **The principles of leadership:** not just what, or even how: uncover *who* the leader needs to be at times of change and organisational transformation

Ongoing Personal Development

This module includes a Virtual Masterclass series; a year-long range of teleclasses and webinars to help apply your learning and grow your coaching practice.





Core Programme and Optional Modules



Excellent and life changing as with all my interactions with the Forton Group. Well thought out, well put together and a real journey.



Natalie Dow,
Business Owner,
ND Consulting

igniting excellence in leadership

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This brochure describes our Core Coaching Modules. We offer Optional Modules, also accredited by the International Coach Federation.

These include a Train-the-Trainer module and Licensing options to take the Ignite Programme in-house, and :-

- Strengths-based Leadership Coaching
- Dynamic Speaking Skills
- The Farsight Leadership Model and Diagnostic Tools
- Leading with Emotional Intelligence
- Coach Supervision Training
- Coaching Review & Reflection

In-house Tailoring

This programme is flexible; it can be tailored to include your organisation's own key leadership messages. Modules can be adjusted to suit your timings and needs.

Investing in your untapped leadership potential

Investing in untapped leadership potential is a straightforward win-win decision. Great leadership delivers: for your organisation, staff, customers and society

We also deliver

- One-to-one and team coaching using world class Coaches,
- Consultants to support Leadership Development, Employee Engagement, Talent Management & Coaching programmes
- Facilitators to train for better leadership
- Evidence for your investment using our impact measurement tools

Academic credits with the University of Derby

Subject to being accepted as a student by the University of Derby, successful completion of our ACTP programme earns credits towards two modules (33%) of the MA in Applied Coaching run in partnership between the University and The Performance Solution. Contact us for more details.

Contact us to find out more...

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