

**The Dynamics of Leadership Coaching series continues with a newly developed accredited foundation course in**

### **“COACHING SKILLS FOR LEADERSHIP”**

The five day Foundation Course will give an overview of the essential elements of coaching and investigate how coaching can be used in leadership practice. The programme is jointly led and devised by Carol Wilson & Deborah Barnard.

Participants will learn how to incorporate coaching skills into their leadership practice through an exploration of enhanced communication and 'rapport' techniques to include:

- Active listening: the Five Levels of Listening
- Effective questioning: open/closed questions v judgmental/leading questions
- Effective feedback: positive/negative/the Coaching Feedback model
- The key principles of coaching
- Building trust
- Authenticity not 'tricks'
- Setting goals & motivation
- What 'blocks' progression

After attending the five day programme you can choose to attend a further sixth day to achieve accreditation as a coach. The accreditation process will involve passing a live assessment; co-coaching; delivering a series of coaching sessions with up to three clients; producing a case study and a written discourse on coaching and leadership practice.

#### ***Why should coaching skills be relevant to leadership?***

Whether we are involved in organisational or project development, team development or personal development, coaching takes an approach which essentially seeks to support the discovery and achievement of direction and progression.

Principally, coaching is not about the giving of advice or solutions; coaching is a process which enables and encourages. Coaching is neither instructive nor telling; coaching facilitates. Coaching accepts each individual as the 'expert' regarding their work and life and that each individual is resourceful and able to be their own agent of change.

The programme is suitable for mid-career and established leaders in the cultural and creative industries e.g. artists involved in the act of creation (choreographers, theatre directors etc), arts managers, project co-ordinators, workshop leaders, chief executives, producers, department heads etc.

## **Feedback from previous participants:**

*The course is clearly, and developmentally, structured, but allows for the pace of learning and discovery for each individual to be different, and for individual journeys to become a valuable source of learning for the whole group. The process is rigorous: there is knowledge to be gained, hard thinking to be done, tough exercises to be grappled with, challenging ideas to be explored and skills to be practiced. So deftly has the coaching ethos been woven into the fabric of the delivery, and so keen are the skills of the facilitators, that the ferocious pace of learning and forward momentum is offset by a deeply comforting sense of security in the learning process.*

*The coaching training was quite simply the best training I have ever undertaken.*

*Leadership shows itself in many guises – for me, at this point, the relevance of the coaching skills for me in terms of leadership is the ability to encourage independent thought and self direction in others, focusing on supporting people to become leaders of their own learning journey.*

*I could not have asked for better trainers - both Carol and Deb were superb. Highly skilled, supportive, encouraging and with an integrity that I admire!*

*The CLP Coach Training Course was extremely well structured and delivered to provide deep learning. I work freelance across a range of cultural organisations and my services are often sought when an organisation is struggling with change, capacity issues or uncertainty about the future. This training course and the coaching methods we explored and practiced are already positively influencing my working methods and releasing new productive energies amongst individuals, teams and organisations with whom I work.*

*I found the course challenging and very powerful. The course was facilitated and led with clarity, insight and from a a base of very strong practical experience. The depth and thoroughness of the practical application has meant that I have already started to apply it to all aspects of my work. As a development worker for Creative Partnerships, applying coaching skills directly to my work with teachers and artists has shown dramatic results in the effectiveness of my meetings. Active listening and using the GROW model is applicable and useful everywhere, in planning, reflection, and creating a shared vision for a project.*

## Dates of Course

26 -28 May Course Module One  
7 & 8 July Course Module Two  
9 July Accreditation Day

## Costs:

Five Day Foundation Course	£350.00
Accreditation	£150.00

The course is heavily subsidised by CLP. To attend such a course in the private sector would usually cost £2000+

## ***How do I apply for a place on the Foundation Course?***

Application is via email. Please let us know what it is you wish to attend (**i.e. Foundation Course or Foundation Course and Accreditation Day**) and then send this with your **CV (no more than three pages) and a 200 word statement** telling us why you want to develop your coaching skills to: [sarah@culturalleadership.org.uk](mailto:sarah@culturalleadership.org.uk) Please also fill out the **CLP monitoring form**, and submit with your application. In order to be eligible you must work within the cultural and creative industries – please check that the general CLP eligibility at <http://www.culturalleadership.org.uk/fullpage/default.aspx> We will acknowledge receipt of your request and will be in contact shortly afterwards to let you know if you have a place. Places are limited and will be allocated to the first 12 eligible candidates. This course will fill up quickly. If you are offered a place and cannot attend you must let us know immediately. We will keep a waiting list for last minute places. We will invoice you for the Accreditation fees.

## **TRAINERS**

### **Deborah Barnard - Facilitator & Course Designer**

Deborah Barnard has worked in the arts sector for over twenty years combining artistic practice with arts/business management at Senior Executive level. Initially trained in Educational Psychology; further professional development includes Manchester Business School (Leadership for Execs – CWS), Negotiation Skills with Gavin Kennedy, NLP & Advanced Communication Skills with Mick Walker & The Arts of Coaching with Kaizen Creative. Deborah is currently working as a freelance Creative Consultant, Facilitator & Coach; specialising in working cultures, organisational & personal development and leadership. She is a coach for both the NESTA & Clore Leadership programmes and designer of 'The Leadership Dynamic' training programme. Deborah is also a trainer/facilitator for the international 'Dreams & Teams' leadership programme for young people and is an associate tutor for the Cultural Leadership MA, John Moores University, Liverpool. She achieved full membership with the Association for Coaching (UK) in 2005 and is a BBC Accredited Coach.

[www.relationaldynamics1st.co.uk](http://www.relationaldynamics1st.co.uk)

### **Carol Wilson - Facilitator & Course Designer**

Carol Wilson is Managing Director of Performance Coach Training and on the Executive Committee for Performance Consultants International. A professional speaker, writer and broadcaster, Carol is Head of Accreditation and Honorary Vice President at the Association for Coaching. She experienced the value of a coaching culture first hand working at board level with Richard Branson at Virgin and became the first woman in the world to found a successful record company. She works with organisations advising and implementing strategies to create a coaching culture and is currently working with Brunel University on coaching modules for their MBA students. Carol was nominated for the AC Awards 'Influence in Coaching' and 'Impact in Coaching' and is the author of 'Best Practice in Performance Coaching' (2007 Kogan Page) and containing Forewords by Sir John Whitmore and Sir Richard Branson.

[www.performancecoachtraining.com](http://www.performancecoachtraining.com)