

Course Handbook

Cultivating Coaching Cultures

Metanoeo CIC

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Introduction

The *Cultivating Coaching Cultures* programme is a structured yet reflexive co-produced programme using blended learning to enable participants to foster a coaching culture within their working environment.

Learning will take place through a core teaching block and is consolidated through personal structured reflection, guided learning, group work and a one-to-one tutorial. The programme is delivered over twelve weeks and makes use of our online learning platform.

The programme is designed for people who will be active in their learning and who are motivated to encourage people in their workplace to take a more enabling approach to working with each other and service users.

The programme comprises two core modules. During the first module you will explore some of the critical features of coaching which you can integrate into your organisational and practice culture to enable empowerment and responsabilisation. The second module will introduce you to the skills and tools you need to cultivate a coaching approach.

On successful completion of the programme, you will be ready to start enabling staff, volunteers, and service users to take a more independent approach to activities using some of the core underlying principles from coaching.

Please note that this is not a course training you how to be a coach. To find out more about our life coach training programmes please visit: <https://metanoeo.org.uk/academy/lifecoachtraining/>



Dr Dave Wood, Founder and Director of Metanoeo CIC

Programme Overview

The programme comprises:

- Course introduction
- Two core modules:
 - Module 1: Principles for cultivating a coaching culture.
 - Session 1: Walking with not doing for – Looking at a coaching culture as one.
 - Session 2: Stories and good lives – Exploring the importance of the individual's story and vision as fundamental to coaching culture.
 - Module 2: Tools for cultivating a coaching culture & Core teaching summary.
 - Session 1: The formative quality of communication – how our presence can support change.
 - Session 2: The architecture of a short intervention – tools which help structure everyday interactions to become life changing.
- Preparing for take-off – moving from knowledge to action.
- Consolidated learning – resources to enable reflection and learning as the principles are applied.
- Learning sets – facilitator led reflection and application groups for participants.
- Exploration groups – ongoing group learning and consolidation through discussion and the ongoing development of ideas.
- One-to-one tutorial
- Additional resources and exercises available through our online portal.

Who is the programme aimed at?

After completing the programme, you will be able to:

- Understand some of the fundamental concepts of taking a coaching-based approach to working with staff and service users.
- Be enabled to embed and role-model a coaching-based approach to your work life.
- Be better inspired and equipped to step back from doing for or to those you have responsibility for to enabling them to act for themselves.
- Apply a range of techniques and tools designed to help you enable others towards action.

We have not sought accreditation for this course as our focus is on practice application rather than requiring a formal assessment upon completion. However, it has been designed parallel to the descriptors which meet the outcomes at UK Learning Level 5.

Category of outcome	You will be able to:
Setting	<ul style="list-style-type: none"> • Apply coaching principles and philosophies to a range of practice challenges of varying complexity and predictability. • Act with an appropriate level of independence and responsibility in your ability to cultivate a coaching culture.
Knowledge and understanding	<ul style="list-style-type: none"> • Apply an understanding of the principles of cultivating a coaching culture. • Demonstrate a critical understanding of the differences between coaching and non-coaching approaches to practice. • Have an awareness of the boundaries and limitations of taking a coaching approach.
Cognitive skills	<ul style="list-style-type: none"> • Demonstrate the knowledge and ability to evaluate how to apply the principles of cultivating a coaching culture to your role. • Be able to critically reflect on your own research and practice using Kolb's learning cycle. • Be able to analyse and synthesis your own research with the core programme content.
Performance and practice	<ul style="list-style-type: none"> • Demonstrate skills in contextualising learning to your organisational setting. • Demonstrate skills in analytical interpretation. • Demonstrate skills in evaluating perspectives and reasoning. • Demonstrate skills in applying reflection to practice.
Personal and enabling skills	<ul style="list-style-type: none"> • Have an ability to draw upon and analyse active listening and communicate this effectively verbally and in writing. • Have an ability to engage in enabling dialogue to support change. • Develop independent thought and critical self-awareness about your own beliefs. • Apply understandings of coaching ideology to develop an informed perspective of enabling change.

Enrolment requirements

There are no specific requirements to undertake this programme other than:

- A willingness to engage in all the learning materials and to dedicate time out of sessions to engaging with the additional learning materials, personal reflection, and application.
- A context in which you can apply the principles in work (either with staff, volunteers, or service users) and a willingness to discuss your application and learning in a small group setting.

Materials

The materials included are:

- Pre-recorded session content
- Live sessions via Google Meet
- Programme handbook
- Module manuals
- Links to additional resources
- Live one-to-one tutorial

Programme Delivery

Cultivating Coaching Cultures is a blended learning programme which combines exploration of ideas, theories, practice, reflection, and experience. The programme comprises an initial two-day core teaching block which is then consolidated through further weekly sessions alternating between learning sets, exploration groups and a one-to-one tutorial.

Core Teaching Block

The primary 'taught' aspect of the course occurs over two days during week one. Each core taught session will be supported through our online learning platform including links to additional resources, exercises and a quiz attached to enable guided independent study. Sessions will be delivered using the principles of co-production over a dedicated Google Meet live link up which enables the materials to be covered in a more personal manner encouraging discussion around the participants' thoughts, feelings, experiences, and application.

Consolidated Learning

In between each contact week is a week where participants are encouraged to try out their learning and reflect. This space for consolidated learning will be supported through the participants use of a reflective diary and their participation in the exploration groups and one-to-one tutorial.

Learning Sets

Learning sets are a facilitated group for three to four people where each individual member will get ten minutes each to present a problem / idea they are grappling with and the remaining group members will then have ten minutes to use coaching skills to help the presenting member to reach an action. The programme tutor will facilitate the groups to enable the learners to concentrate on their own personal development.

Exploration Groups

Twice during the programme, the whole group will come together for a two-hour exploration group. This will comprise a facilitated group discussion of their application of the programme content and their reflections made during their consolidated learning time. These sessions will also allow the possibility for the current cohort of Family Coaches to share some of their experiences and insights.

One-to-One Tutorial

Each participant will be offered a one-to-one tutorial halfway through the programme to enable individualisation of their learning experience and application.

Independent and Guided Study

Exercises, reflections, additional resources, and quizzes are included on our online portal resource to help you structure your independent learning. Completion of these form an important part of your learning experience for this programme.

The unit has a suggested reading list to aid your independent study, but you are also encouraged to undertake your own individual research using libraries and the internet.

Suggested Reading List

You are encouraged to seek out the reading which most suits your learning style and operational context. However, if you would like to purchase some relevant reading, we would recommend the following as excellent starting points:

- Jones, G and Gorell, R (2019), *How to Create a Coaching Culture: A Practical Introduction*, Kogan Page – This can be purchased via <https://amzn.to/3f8NECo>
- Forman, D, Joyce, M and McMahon, G (2013), *Creating a Coaching Culture for Managers in Your Organisation*, Routledge – This can be purchased via <https://amzn.to/3hdB8UC>
- Hawkins, P (2012), *Creating a Coaching Culture: Developing a Coaching Strategy for your Organisation*, Open University Press – This can be purchased via <https://amzn.to/2RFJtWu>

About Us

Metanoeo CIC

Our vision to see #wellbeing4all. To achieve this, we have set our mission to partner with individuals, businesses, and community organisations with the aim of empowering and equipping people for their personal transformation and that of others.

We believe that all people are not only equal, but also individual. Rather than make judgements on externals such as gender, ethnicity, or any other visible identifier, we prefer to consider each person for who they are beyond any category they might have been associated with.

You may also have noticed that our colours are warm, earthy, and grounded, yet also creative, optimistic, and hopeful. This is because we are ambitious to see all people in our communities reach and exceed their potential and become the most authentic version of themselves.

We believe that in partnering with people like you, together we can journey from understanding to transformation in our communities.

Meet your Programme Tutor



Dr Dave Wood is a former Senior Probation Officer with over eighteen years experiences of working with people on the margins of our communities. He founded Metanoeo CIC to create #wellbeing4all through training and supporting life coaches to transform communities. He also runs his own private life coaching practice, Realign Coaching. Dave lectures in the Psychosocial Analysis of Offending at undergraduate and postgraduate levels.

Dave holds a BA in Bible and Theology, BA(Hons) in Community Justice, MA in Criminal Justice and PhD in Theology and Community Justice. He has a Diploma in Life Coaching, is a member of the Association for Coaching, a Fellow of the School for Social Entrepreneurs, a Fellow of the Higher Education Academy, and a community member of Forum Housing Association.