



Australian Institute

OF PROFESSIONAL COACHES



Diploma of Executive Coaching

ICF Level 2

The Diploma of Executive Coaching consists of 13 units of study and is an approved International Coaching Federation Level 2 course. It includes the Diploma of Professional Coaching which makes up the first 8 units of study. The remaining 5 units consist of the 3 Leadership units plus 2 additional Executive units which focus on how to coach executives to resolve personal and professional issues at work and achieve exceptional performance outcomes. You must have CEO or Senior Executive/ Manager experience to undertake this course, or you may be a Management Consultant working at this level.



Units of study

When you have completed this course you will know how to:

- Conduct *individual* coaching on a regular basis with executives about work-related issues, interspersed with exploration of any personal issues affecting them in the performance of their role.
- Explain the tangible and intangible benefits of executive coaching for individuals and the organisation, the responsibilities of executive leaders, and the core skills and competencies required of executives.
- Identify the three main organisational purposes for coaching: strategy development; translate individual learnings into collective knowledge and organisational learning; and create transformative cultural change.
- Use the **©AIPC Executive COACHing process** to coach individuals ethically and responsibly to transform personally and professionally.

The units of study included in the Diploma of Executive Coaching are: (See Appendix 1 for details.)

PROF1: Psychological theories and their contribution to coaching

PROF2: Use psychological models to motivate clients to change

PROF3: Using selected neuro-linguistic approaches in coaching

PROF4: Coach ethically and responsibly to international standards

PROF5: Coaching in the workplace

PROF6: Coaching skills

PROF7: Negotiate the Coaching Contract

PROF8: Conduct the first and subsequent coaching sessions

LEAD1: Introduction to leadership coaching

LEAD2: Transformational leadership coaching

LEAD3: Leadership coaching practice

EXEC1: Introduction to executive coaching

EXEC2: Coaching executives in an organisational setting

Delivery is online with mentor, webinar and workshop support as required. As soon as your completed Enrolment Form is received and payment made, you receive a welcome email from your mentor (generally the Education Manager marking your work) and login details to our eLearning platform where you have access to all the workbooks, videos, and resources for each unit of study, and where you complete your assessments. You are also invited to join our Facebook closed student group and provided with a supporting webinar schedule. You self-pace through the course and complete your assessments, many of which become part of your Coaching Toolkit which you use when you meet with potential clients to put a coaching contract in place and deliver your coaching services.

Delivery

Professional Coach Training Workshops

Our Professional Coach Training workshop is very practical and hands-on as you learn to coach and be coached, and gain immediate feedback to develop your coaching skills. The workshop isn't compulsory unless you are seeking ICF credentialing later on.

When you attend the workshop you receive expert tuition from our experienced Coach / Facilitator instructors who will share their journey with you. You read the learning materials beforehand, attend the workshop and be prepared to participate in practical, hands-on experiences to develop your coaching skills and coaching practice. You gain immediate feedback on your coaching which builds your confidence to coach, and you learn how to use the 8 specific NLP techniques which you will use over and over again in your coaching practice.

For some people, finding time to continue your personal and professional development is hard. There's always issues at work which require your attention and distract you from the things you really want to do. Here's an opportunity for you to leave work behind and focus on what you want to achieve, for yourself and your career or business.

Perfect your coaching expertise by attending the Professional Coach Training Workshop. You will then confidently understand yourself and others better, have the skills to coach others towards greater self-awareness and insight, have more effective problem-solving ability, and achieve your goals with increased motivation and commitment.

In addition, you can immediately use your coaching skills to communicate more effectively, build collaborative and supportive relationships more quickly, and network more easily with others in your work, personal and professional communities. There is no additional fee for the workshop. It is included in the course fee.

Length of course

Students have 12 months to complete the course. However if you can spend more than 5-6 hours a week on your studies, you can complete your course in much less time. It is possible to obtain an extension if there are extenuating circumstances that cause you to delay your course completion.

Student support

Our dedicated education team will assist you through your Coaching journey. From first contact, we encourage you to speak with our Student Engagement Manager who will be able to guide you to choose the best coaching course and direction for you, and answer any questions you may have.

Our administration team will assist with the enrolment process if required. Once enrolled, you are assigned a coach mentor (normally your Education Manager) who will be your accountability partner to keep you on track throughout your studies.

At AIPC, we pride ourselves on having the right students studying the right course and graduating as exceptional coaches who develop an excellent reputation in the coaching world. Our coaching courses deliver extraordinary value for money and you are assured of making a significant impact on those you coach after you graduate. We look forward to working with you and assisting you on your Coaching journey!

During the course you will be shown how to set up your coaching systems so that you can coach clients anywhere in Australia or around the world.

Hence when you graduate you can start coaching paying customers immediately via in-person, telephone or virtual coaching sessions.

Your investment

Your investment in this potentially life, business and career-changing course is \$9,300.

Upfront payment will receive 20% discount; cost is therefore reduced to

\$7,440

- We do provide a payment plan at no additional cost: 12 x simple payments of \$775.
- You will be enrolled, and we will have you up and studying towards your Diploma as soon as your full or first monthly payment is made.
- Enrolment includes attendance at our Professional Coach Training Workshop. You can attend as many of these workshops as you wish - even after you graduate!

Please note:

- Course fees must be paid in full before the official Diploma is issued.
- All costs are GST inclusive.

Guarantee

If for some reason you are not entirely satisfied with your purchase within the first 5 calendar days of making your payment, we will offer you a full refund or alternate course. In the event of a refund, you must provide evidence via a witnessed Statutory Declaration that you have deleted all downloaded learning materials (our intellectual property).

When you have decided that this coaching course is the right course for you...either

1. Phone us on 1300 309 360 or
2. Email us at enquiries@professionalcoachtraining.com.au
3. <https://www.professionalcoachtraining.com.au/diploma-of-executive-coaching>

APPENDIX 1: Description of Units of Study

PROF1: Psychological theories and their contribution to coaching

This unit provides an interesting and informative overview to the field of coaching from its earliest conception within the sporting community through to its modern-day application into life, business and corporate fields. It defines coaching and the differences between coaching and other interventions such as mentoring, counselling, training and supervision. Students learn about the various types of coaching and how coaching works, and start to formulate what type of client you would like to coach given your passion, expertise, background and experience. The unit also overviews the various contributions of scientists and psychologists working since the mid-late 1800s to our knowledge and practice in the field of coaching today. The work of these people has provided a valuable foundation to our understanding of human behaviour. The unit explores in broad detail the theoretical approaches that are most relevant to guiding and motivating people to change, in particular from behavioural, developmental, cognitive, humanistic, social and positive psychology perspectives. It is the perfect introduction for students who want to gain a better understanding of human behaviour so as to influence clients in ways that promote positive and long-lasting change.

PROF2: Use psychological models to motivate clients to change

This unit examines theories related to what motivates us to do the things that we do – how we live our life, the goals we aspire to, the basis on which we make decisions. Motivation is very simply, a process or mechanism that causes us to act or think in a certain way. It is a general term for any part of the psychological process that involves experiencing needs and drives, and the behaviour that leads to the goals which satisfies them. This unit explores how we make changes in our life to reach certain goals, our readiness for change and the emotions underlying change. It examines the various stages in getting ready for change and identifies a range of situations where motivational skills can be applied. The unit concludes by looking at stress and its effects on our bodies and our lives, outlining some ways to minimise and manage stressful situations.

PROF3: Using selected neuro-linguistic approaches in coaching

This unit provides an overview of Neuro-Linguistic Programming (NLP) and describes how selected NLP techniques can be used in coaching situations. Understanding the principles and philosophy of NLP helps the coach develop rapport more quickly with clients. The NLP Communication Model explains how people delete, distort and generalise the information coming into them every day, to order and organise this information into manageable 'chunks'. The NLP representational system explains why, as a coach, you need to coach clients differently according to their individual preferences. In this unit you will how to apply specific NLP techniques to coach clients to achieve the outcomes they desire.

PROF4: Coach ethically and responsibly to international standards

This unit provides you with the information, tools and templates to become a professional coach. You will learn how to coach according to international standards, develop your own philosophy of coaching, and understand the obligations of the coach in co-creating a better future for the client. You will build your Coaching Toolkit which will allow you to operate a successful coaching practice. You will learn how to develop the core competencies necessary for coaches to possess to ensure that you can achieve the best outcomes for your clients. On completion of this unit you will be able to apply the knowledge and skills to operate in accord with the legal and ethical responsibilities of a coach and accepted coaching practices.

PROF5: Coaching in the workplace

This unit addresses how to coach in a workplace setting to improve performance or achieve goals. It introduces the concept of individual differences - how to utilise individual strengths to develop truly effective working relationships. Managing performance is often difficult. Techniques to motivate and empower individuals and teams to bring out the best in them are described. The factors that lead to job satisfaction and dissatisfaction in the workplace are outlined. Ways

create an empowering workplace are explored. Coaching conversations focus on how individual employees can improve their performance or achieve their goals. Feedback conversations focus on correcting performance as and when it occurs. Corridor conversations can occur at any time to address issues or concerns that occur 'on the run' to support employees make quick decisions so that they can get on with their work in the most effective and efficient way.

PROF6: Coaching skills

This unit introduces the **©AIPC Coaching Skills Model** which details the various skills that coaches use to bring about successful change outcomes in clients. These skills have been derived from the strategies that psychologists and therapists used to build rapid rapport and trusting relationships with clients. Coaching skills include active and reflective listening, asking powerful questions and summarising for understanding and clarity. In a coaching session, coaches also observe clients' non-verbal behaviours to establish more effective ways of supporting and communicating with them. As the coaching sessions progress, clients' interpersonal effectiveness is improved as well as their ability to solve their own problems.

PROF7: Negotiate the Coaching Contract

This unit outlines how to meet with a client for the first time, explain what coaching is, agree the coach / client roles and coaching relationship, and negotiate a Coaching Contract. It details a step-by-step process to achieve these outcomes. Establishing a trusting and intimate working relationship with clients is the basis for assisting them achieve their desired outcomes. This relationship needs to be established at the first meeting for a successful coaching program to be conducted. As partners, the coach and client work together to achieve the client's desired outcomes.

PROF8: Conduct the first and subsequent coaching sessions

This unit outlines how to conduct the first coaching session with a client once a Coaching Contract has been signed. It describes the **©AIPC COACH Model** and how to apply the steps in a coaching situation. It incorporates how to use the key coaching skills to assist clients move through self-reflection into self-awareness and insight, to achieve their desired goals, actions and future. The coaching sessions are evidence-based and the coaching is either solution-focused or goal-oriented. Coaches learn how to incorporate the coaching process and skills into subsequent coaching sessions and group coaching programs. It is important to make sure that the coaching program is achieving what clients need to lead them to success.

LEAD1: Introduction to Leadership Coaching

This unit provides an overview of leadership theory from its early beginnings investigating the traits and behaviours which make leaders effective, to consideration of the impact that different situations have on effective leadership practice. It outlines the differences between traditional and transformational leadership, as well as between management and leadership. The role of transformational leadership in supporting coaching throughout the organisation was largely influenced by the seminal work of Goldman (2000) who researched “Leadership that gets Results” and found a positive correlation between a coaching leadership style and organisational culture. Moreover, leaders with high levels of emotional intelligence were found to be the most effective.

LEAD2: Transformational Leadership Coaching

This unit introduces leadership coaching as the most common form of coaching used in organisations today. Leadership coaching focuses on the *people* as well as the *task*, and supports middle and lower-level managers and team leaders to develop and adopt a coaching leadership style with direct reports and others in the organisation. Leadership coaching is defined, and the dynamic, interactive, relational and social nature of the coaching process explained. How leadership coaching benefits individuals and teams is explored as coachee's formulate their own personal goals and align them with organisational goals. The many purposes for which leadership coaching can be used in organisations are proposed including coaching for leadership development, performance improvement, learning, development and growth, career development and change management. Leadership coaching of teams is introduced as an alternative to coaching individual team members (but not covered in depth as this is a completely different course - the Diploma of Team Coaching).

LEAD3: Leadership Coaching Practice

This unit introduces coaching as a reflective leadership practice. It explores the critical role of transformational HR professionals and key stakeholders in the success of the coaching program. The roles of client, sponsor and coachee are defined as applied in an organisational setting and the dual nature of the reporting relationship explained. The ©AIPC Leadership COACHing model is revealed as comprised of four stages – Contracting and Preparation, Assessment and Feedback, Conducting the Coaching, and Evaluating the Coaching. Formative and summative evaluation methodologies are outlined to encourage coaches not only to gauge the success of the coaching program for their own benefit, but also to provide an indication to the client organisation of the value that has resulted from the program. Templates for self-reflection and 360° other-assessment of the coachee's 'soft skills' are provided which can be used to measure the success of the coaching program.



EXEC1: Introduction to Executive Coaching

Coaching in an organisational setting is typically conducted by executive coaches external to the organisation. It involves *one-on-one* coaching conversations on a regular basis about work-related issues, interspersed with exploration of any personal issues affecting the executive in the performance of their role. The tangible and intangible benefits of executive coaching for individuals and the organisation are detailed. Three main purposes for executive coaching are discussed: executive development both personal and professional; productivity and innovation; and talent management. The responsibilities of executive leaders are addressed, together with the core skills and competencies that they require to assist the organisation gain competitive advantage. Coaching executives in how to use their power and influence in an organisation, coupled with their strengths and expertise, positions them well as valuable resources capable of leading the organisation into a sustainable future.

EXEC2: Coaching executives in an organisational setting

This unit outlines the three main organisational purposes for coaching: strategy and competitive advantage; organisational learning; and transformational, cultural change. Through coaching, executives learn how to apply the different types of strategy to decisions made during the strategic planning process. They learn how to translate individual learnings into collective knowledge and human capital gain which contributes to the organisation's competitive advantage and sustainability. Transformational, cultural change takes place as executives invest in coaching across all levels of the organisation. Research on the financial benefits of implementing coaching programs within the organisation is provided as evidence to support a return on investment from coaching.

