

Coaching at Aston University

Coaching is often defined in a number of different ways but simply put, coaching is a way of developing an individual by helping them discover answers for themselves. Although sometimes used only when problems arise, coaching is more regularly used as a technique to help the coachee explore their goals and ambitions and to work towards achieving them. Over recent years, coaching has been strongly promoted as a skill that managers should be comfortable adopting to help them get the best from their teams.

The following programmes are available to support staff in developing their coaching knowledge and skills:

Introduction to Coaching

There are many benefits to being coached: creativity and productivity can be unlocked, collaboration and performance improved, and an effective intervention delivered at low cost and with minimum time. Coaching also empowers people to find their own solutions to problems, which they are most likely to commit to and realise.

The 'Introduction to Coaching' journey is not about making you a coach; it's about introducing you to coaching and some of the skills, knowledge and models of coaching. You will get to see the difference a coaching culture can bring and the benefits you get as a result. With practice, you can grow your coaching capability over time.

The journey takes you through a series of development steps and culminates in you attending a classroom session to bring some of the key skills you have learnt to life.

Manager as Coach

Having gained an understanding of coaching and the skills and behaviors required through the Introduction to Coaching journey, the 'Manager as a Coach' journey takes your awareness and skills to the next level. The learning within this journey is designed for managers or those in a supervisory position and will look at:

- Your management style and where coaching fits;
- Giving feedback using a collaborative model;
- Continual improvement and how coaching can help drive performance; and
- A variety of tools to get you thinking about the right tools to use in the different situations you face.

The journey takes you through a series of learning activities and culminates in you attending an online workshop or classroom session to bring some of the key skills you have learnt to life.

ILM Level 5 in Effective Coaching and Mentoring (8588 21/24)

This qualification is for managers and those with significant responsibility for effective coaching and mentoring as part of their daily role within an organisational context. It is also ideal for individuals who wish to move into a development role as coach, mentor, business partner or project manager.

ILM 5 Unit	Unit title	Credit value	GLH
8588-500	Understanding the Skills, Principles and Practice of Effective Coaching and Mentoring within an Organisational Context	6	20
8588-501	Undertaking Effective Coaching or Mentoring within an Organisational Context	5	12
8588-503	Reviewing Own Ability as a Coach or Mentor within an Organisational Context	5	10

To successfully complete this qualification learners will need:

- To attend all workshops (online and face to face) and complete additional reading
- Complete 18 hours of coaching with 2-3 clients
- Complete 3 assignments which includes a written report, a written portfolio of evidence and a series of reflective activities/reflective journal.

Benefits to the individual:

- Be able to assess your own skills, knowledge and behaviours as a coach and mentor
- Know how to manage the coaching or mentoring process within an organisational context
- Deepen your understanding of how the organisational context can affect coaching or mentoring
- Plan, deliver and review your coaching and mentoring
- Plan your future development in coaching or mentoring

Following completion of the qualification, coaches will become a member of the internal coaching pool with a requirement of undertaking no more than 12 hours coaching per year and attendance of supervision and CPD activities associated with the coaching pool.

L5 Coaching Professional Apprenticeship

The Excelling in Professional Coaching programme is a comprehensive coaching development programme. This programme aligns to the Coaching Professional apprenticeship standard and will develop the skills, knowledge and behaviours required for this level of role.

This programme is for managers and those with significant responsibility for effective coaching and mentoring as part of their daily role within an organisational context. It is also ideal for individuals who wish to move into a development role as coach, mentor, business partner or project manager.

The Excelling in Professional Coaching programme has been mapped against the Coaching Professional apprenticeship standard using over 270 hours worth of specially developed learning content, activities and curated content. The content is wide-ranging in its formats such as bite-sized learning, webinars and podcasts to ensure your learning is always varied and interesting.

Following completion of the programme, coaches will become a member of the internal coaching pool with a requirement of undertaking no more than 12 hours coaching per year and attendance of supervision and CPD activities associated with the coaching pool.

Read the [Raise the Bar brochure](#) for more information.

Request a coach

If you have development needs which you feel more traditional approaches, such as training, can't really address, then you might want to consider working with one of our coaches. Coaching can be for when you feel stuck and need to talk and think things through or when you want to develop and enhance your performance.

Organisational Development offers you the opportunity to work with fully qualified internal and external coaches based on your specific needs.

To request a coach, complete the ['Coaching Request Form'](#) and forward it to orgdev@aston.ac.uk