



Coach Education

The **MSc Coaching & Development** was launched in 2003 as one of the first Masters qualifications in the UK in the field of coaching. Drawing on their acknowledged experience of performance coaching, The Performance Coach and Performance Consultants collaborated to design and create an accredited programme that develops the professionalism of coaches and provides a qualification in business coaching that is recognised in the international arena. Delivered in the UK and Denmark, the MSc programme is assessed, quality assured and awarded by the University of Portsmouth and is accredited by the European Mentoring & Coaching Council (EMCC) at its three highest levels of European Quality Award; EQA Practitioner, Advanced Practitioner and Master Practitioner.

PROFESSIONAL DEVELOPMENT TRAINING AND QUALIFICATIONS *for*

- Leaders, managers and training professionals
- Consultants and full or part-time coaches
- Individuals interested in becoming a coach
- Anyone interested in developing their knowledge, understanding and skills in coaching

AN OPPORTUNITY FOR EXPERIENCED AND NEW COACHES *to*

- Acquire new coaching skills and techniques
- Explore current thinking and practices
- Learn from some of the UK's most experienced and knowledgeable coaches
- Develop a personal coaching style
- Practice and receive feedback on coaching interactions
- Gain one of three levels of accredited qualification
- Network and share best practice
- Add to the body of knowledge in the field of coaching
- Achieve recognised status as a coaching practitioner
- Access coaching-related literature and resources

Through skilful alignment of academic study with the development of coaching practitioners, the course aims to provide its students with the highest level of competence for coaching professionals. Graduates will be able to draw upon and apply innovative techniques and theories, working at all levels in organisations with individuals and teams to improve performance, effect positive change and promote excellence.

BROAD RANGE OF TOPICS COVERED *including*

Inner game, coaching models including GROW, emotional intelligence, listening, contracting, visualisation, NLP, co-active coaching, centring, spiritual intelligence, transpersonal coaching, systemic leadership, metaphor, transformational coaching, appreciative inquiry, team coaching, organisation development, psychosynthesis, modelling, gestalt coaching, application to business of coaching skills and techniques plus many more.

3 LEVELS OF ACADEMIC QUALIFICATION

The whole accredited programme is broken into three distinct stages, starting with **Postgraduate Certificate**, then **Postgraduate Diploma** and on to **Masters**. Through the module-based group workshops, coaching and individual assessed projects, students accumulate Masters-level credit points; 60M at each stage. The course can be completed in 2-3 years and a maximum of 6 years is permitted for completion. Credit can be transferred from other programmes.

3 LEVELS OF EMCC ACCREDITATION

In addition to University accreditation, the course standard has been benchmarked by EMCC who have conferred their three highest levels of European Quality Award in recognition of the course's excellence in the industry. The 3 levels have been awarded as follows: PgC - **EQA Practitioner**; PgD - **Advanced Practitioner**, and MSc - **Master Practitioner**.

COURSE STRUCTURE AND ASSESSMENT

The programme is delivered in an interactive way by highly experienced tutors, modelling coaching. The emphasis is on face-to-face group workshops and ongoing support from tutors and action learning groups as our experience has shown this enables accelerated yet more effectively sustained learning.

Through a combination of modular workshops, observed coaching sessions, assessed projects and reflective learning, students accumulate Masters-level credit points. The course is part-time and can be completed in 2-3 years with a maximum of 6 years permitted for completion. Credit can be carried over from other coach development programmes.

The **Postgraduate Certificate** is the normal starting point, comprising six 2-day workshops, three work-based projects, a coaching assessment and the submission of a client case studies project based on a minimum of 45 hours of documented coaching sessions. 60M credit on successful completion. EQA Practitioner level - specialists working with executives, directors and boards.

The **Postgraduate Diploma** builds on the learning at Certificate level and comprises an additional six 2-day workshops, three work-based projects, observed coaching practice and the submission of a reflective learning log. Two modules are options from a choice of topics. 60M credit added, 120M accumulated, on successful completion. EQA Advanced Practitioner level - specialists working with boards, in particular CEOs & MDs.

To complete the programme to **Masters** level requires an additional 2-day Research Methods workshop, the submission of a dissertation proposal, and the submission for assessment of a dissertation. 60M credit added, 180M accumulated, on successful completion. EQA Master Practitioner level - specialists creating own models/approaches & proactively working to develop the profession/self.

Assessment is through the demonstration of successful application of theory into practice. Students have flexibility in their topic choices and are encouraged to research and critically reflect on an area of the syllabus of particular interest or that has relevance to them in the workplace. A tutor will provide help in the choice of projects and support during the implementation and recording stages. A clear explanation and breakdown of the marking criteria is provided.

COURSE BENEFITS

A powerful blend of practical skills training and academic study. Module workshops give students the opportunity to study current theories and thinking and explore how they are applied to coaching interactions. Observed coaching sessions with feedback enhance personal development. Sound support is provided for academic study through the course materials and faculty team. **Differentiate yourself as a learned coach practitioner.**

The breadth and depth of topics covered. The programme takes a holistic approach, drawing on many approaches and not favouring any particular one to create a truly integrative course syllabus. **Explore the richness of offerings to the field of coaching and then chose to specialise.**

Experienced and knowledgeable tutors. Our tutors are highly experienced practitioners in their areas of specialism and work at the cutting edge in their field. **Share their passion and experience, and draw on their knowledge throughout your studies.**

Develop your own style and models. Coaching is a way of being and not a process that can just be learned from books. Not only do our tutors model coaching, but the programme will encourage you to explore and adopt your own style and models rather than impose a certain way of being, and thus **bring out the best coach in you.**

Collaborative approach. The unique partnership of The Performance Coach and the University of Portsmouth ensures that the programme is thoroughly grounded in both theoretical and practical syllabus as well as personal learning and development. **Work with the same team of tutors and administration from the partnership through all three levels of qualification.**

Be part of a coaching community. The course favours a learning community and groups benefit from shared knowledge, best-practice, peer support, co-supervision in addition to being part of the wider community of tutors and supervisors and is an aid to accelerated learning. **Learn and progress through the programme with the same peer learning group.**

Diversity of students. Our experience is that the programme attracts a wide range of students from many backgrounds and nationalities which richly complements the learning environment and community.

Assessment through project work. The written assessment is through modular Work-Based Learning Projects on a related topic of the student's choice, not by examination. Project work gives the additional benefit of allowing students to develop and research ideas, thus exploring, growing and building a knowledge base with a practical application. **Use your research findings to raise your profile and add value to your employer or your clients.**



MSc Coaching & Development was launched in 2003 and the first students completed and graduated with MSc award in July 2005. Since then many more have attained Masters level qualification.

Learning support. Each student is assigned a personal tutor in addition to an academic supervisor who will provide email and telephone support, as well as one to one sessions with feedback. A mentor will support your development through the programme. Action learning groups, coaching buddies, and co-supervision with your peers is a powerful means to share learning and develop into an effective coaching practitioner.

Access to related literature. The University Library resources through the Athens portal gives students the opportunity to access a global database of books, journals, research, data and papers to support personal development and project research work. A recommended reading list is provided at the beginning of the programme.

THE FACULTY TEAM

The team of tutors are all trained and highly experienced coaches who have extensive commercial experience in management, operational and strategic roles and as consultants and trainers in hard skill areas. The tutor team is made up of Charles Brook, Hetty Einzig, Georgina Noakes MSc, Marjorie Shackleton, Sue Slocombe OBE, Carl Taylor, David Whitaker OBE, Alan Ward MSc, Frances White and Diana Whitmore.

ENTRY POINT INTO THE PROGRAMME FOR EXPERIENCED COACHES

Normal entry into the programme is at Module 1 of the PG.Certificate. For those who have proven experience and training in the field of coaching and development, entry at an intermediate stage is possible through the Accreditation of Prior Learning process (APL). APL must be documented through an evidence portfolio and is subject to verification by the University of Portsmouth.

ENTRY REQUIREMENTS

- ◆ A first degree or equivalent professional qualification, and for both at least five years relevant commercial experience; *or*
- ◆ Experience in roles of responsibility in organisations where a level of education can be demonstrated through life/work experience evaluation.
- ◆ Students whose first language is not English are required to have a IELTS score of 6.5 or equivalent.

Formal written application and deposit payment should be made to Performance Consultants LLP. Booking forms and terms and conditions are available in the full course prospectus, available upon request.

FEES FOR ENTRY 2008/2009

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| Postgraduate Certificate | £ 5,725 + vat |
| Postgraduate Diploma | £ 6,055 + vat |
| Masters | £ 2,720 inc vat |



STUDENT TESTIMONIES

"Life changing for coach and clients alike. The practical aspects are key to applying the theory and making the learning real, especially the feedback from the tutors."

BAZ HARTNELL, Managing Director, Starr

"This programme provides the very best theory and practice and is delivered by some of the best practitioners in the field."

SHANE SPIERS, Divisional HR Director, UNITE plc

"I found the Certificate and Diploma elements of the MSc extremely valuable and indeed life changing. I have been able to develop my management skills way beyond original expectations and have also developed my own inner self hugely as a result. The skills gathered on this extraordinary journey have also enabled me to change the very culture of the organization I work for."

NEIL DAVIES, Chief Executive, TTE Training Ltd

"It's fun, it's hard work, it's very interactive and it's thought provoking. You meet people from a wide variety of backgrounds so there is great diversity and it will stretch your mind."

JULIE FEWSTER, Business Training & Development Manager, INEOS Chlor Ltd

"This has been an extremely enjoyable and rewarding programme. Not only has this enhanced my coaching skills immensely, it has also developed me as a person and impacted my life and career incredibly - thank you."



COURSE WORKSHOP DATES 2009/2010

Postgraduate Certificate - Autumn 2009

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| Module 1 | Coaching & Development 1 | 21-22 September 2009 |
| Module 2 | Coaching & Development 2 | 27-28 October |
| Module 3 | Understanding Yourself As A Coach | 8-9 December |
| Module 4 | Transpersonal Coaching | 19-20 January 2010 |
| Module 5 | Systemic Leadership | 1-2 March |
| Module 6 | Coaching Integration | 19-20 April |

Postgraduate Certificate - Spring 2010

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| Module 1 | Coaching & Development 1 | 26-27 January 2010 |
| Module 2 | Coaching & Development 2 | 3-4 March |
| Module 3 | Understanding Yourself As A Coach | 21-22 April |
| Module 4 | Transpersonal Coaching | 18-19 May |
| Module 5 | Systemic Leadership | 22-23 June |
| Module 6 | Coaching Integration | 19-20 July |

Group sizes are limited to a maximum of 18 students and places are allocated on a first come basis upon receipt of a completed application form and deposit.

Course venues at Hatfield, Herts and Gatwick, West Sussex.

More detailed information is contained in the full course prospectus. This includes an explanation of the costs and process for application for programme entry at an intermediate stage by experienced coaches (APL application), terms and conditions of booking and an application form. Available upon request. Contact Christine Singh, The Performance Coach at the address below.

Performance Consultants is a member organisation of EMCC and abides by the EMCC Ethical Code. EMCC have awarded their three most prestigious EQA awards to this programme. www.emccouncil.org



For more information about the University of Portsmouth, visit www.port.ac.uk



The MSc programme was co-designed & created in partnership with The Performance Coach.
www.theperformancecoach.com

For a copy of the full course prospectus, contact



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