

LEVEL 5 COACHING PROFESSIONAL APPRENTICESHIP

Subject Area
Student Type
Study Mode

Business &
Professional
Adults
Part Time

What is the course about?

What is coaching?

"Coaching is unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them". Gallwey (2000)

"Coaching is a relationship of rapport and trust in which the coach uses their ability to listen, to ask questions and to play back what the client has communicated in order to help the client clarify what matters to them and to work out what to do in order to achieve their aspirations". Thomson (2014)

"A one-to-one developmental intervention supported by the organisation and provided by a colleague of those coached who is trusted to shape and deliver a program yielding individual professional growth" Frisch (2001)

How does coaching work?

Coaching describes a one-to-one relationship, where the coach uses questions and discussion to work through issues, in a structured way, to help the coachee find their own outcome or solution. Coaching allows the coachee to learn, develop, and become self-sufficient. Often, a good manager will use a 'coaching style of management' to enable their team members. This is usually a short-term activity.

Effective coaching is future focussed, releases potential, and enables transition, transformation, and change for business improvement. Some of the key overarching areas which feature within coaching are understanding self, commitment to self-development, managing the contract, building the relationship, enabling insight and learning, outcome and action orientation, use of models, and techniques and evaluation.

Why should I choose the course?

There has been a growing demand for the professionalisation of coaching (including one-to-one coaching, team coaching, and leadership coaching) and coaching skills to be embedded within culture and governance infrastructures to support future ways of working. Coaching is present across every sector and becoming a competent coach will allow you to support others whilst boosting your own skills and employability.

What will I learn?

This course will help to develop your knowledge, skills, and understanding of how to apply coaching in the workplace. As the world of work changes, this course will enable you to see how applying a coaching approach can develop the performance of others and support organisational success. This develops your skills and unlocks the potential of others.

ILM research has found that coaching and mentoring can positively impact the workplace in a variety of ways:



**Warrington
& Vale Royal
College**

Warrington Campus
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Winsford campus
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 learner.services@wvr.ac.uk

- Stronger teams
- Support for talented employees
- Improved ability to align to the organisation's culture and ethos
- A more inclusive culture
- Improved employee satisfaction scores
- Improved staff retention.

What will I get out of it?

- Deepen your understanding of how coaching and mentoring can impact within your organisation
- Be able to assess your own skills, behaviours, and knowledge as a coach and mentor
- Provide evidence of your own personal development as a coach and mentor through the qualification

Plan, deliver and review coaching and mentoring provision in your own organisation

How is the apprenticeship delivered?

This apprenticeship is delivered via taught group sessions and self-guided learning, based around the ILM and the apprenticeship knowledge, skills, and behaviours. Throughout the programme you will have consistent access to materials and resources to support your learning.

Classroom sessions provide you with the underpinning knowledge, skills, and behaviours required to successfully achieve your apprenticeship. These sessions are interactive and involve engaging in topical discussions.

Group workshops focus discussion on how these skills can be applied and utilised in the workplace. Workshops also allow time for you to work towards your assignments and portfolio evidence.

In addition, one-to-one sessions take place in the workplace to complete progress reviews, observe work-based activities, complete professional discussions, and assess workplace product evidence.

What will the course lead on to?

During your studies you can become a student member of the ILM and a recognised professional coaching body. Upon successful completion, you can register for foundation coach membership with the Association for Coaching, the European Mentoring and Coaching Council, or the International Coach Federation. The skills learnt can also support your career progression.

You may choose to continue your studies with a degree level apprenticeship..

What support is available?

You will be allocated a designated tutor to guide you through your apprenticeship. We have a team of staff dedicated to providing learning support if required, as well as a Welfare Team that is on hand to offer guidance, support and help when needed.

Click here for learning support: <https://wvr.ac.uk/college-life/learning-support>

Why should I choose to study the course at Warrington & Vale Royal College?



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We are one of the top-performing further education colleges for apprenticeships. Over nine in ten of our apprentices continue in employment or receive a promotion once they have completed their apprenticeship. We also have a dedicated apprenticeship matching service which matches your skills to a suitable apprenticeship employer. The college is dedicated to supporting you on-programme and helping you progress on to the next step.

What are the entry requirements?

You must have GCSE English and maths at a grade 4/C or above.

You need to be in a job role where you are able to coach two to three people working in senior positions within your organisation.



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