



**A journey of personal discovery and professional learning**

## Date and time

Module 1

19th and 20th September 2023

Module 2

31st October and 1st November 2023

Module 3

12th and 13th December 2023

Assessment

16th or 17th January 2024

09.00 – 17.00 local time each day.

Please register your interest at:  
[www.aoec.com/estonia](http://www.aoec.com/estonia)

## Delivery

Virtual in Tallinn.

The programme is delivered in Estonian. The reading and e-learning is in English.

## Price

€4,680 + VAT.

# Practitioner Diploma in Executive Coaching

## Become a professional internal or external coach

Are you an experienced manager, trainer or consultant who wants to add executive coaching to your skill set? Or are you a coach seeking globally accredited coach training?

Whether you are looking to coach within an organisation or you will be working with external clients, the common denominator is that coaching is a skill that will bring about positive change for individuals and organisations. We work with you to discover your signature presence and through our unique experiential style, train you to become a qualified executive coach.

## The executive coaching journey

Held over a series of 3 two-day modules plus an Assessment Day, participants work with the AoEC's comprehensive coaching model of Beginnings, Middles and Endings to mirror the executive coaching process.

By taking the Practitioner Diploma in Executive Coaching, you will discover how to:

- build strong, professional, client relationships based on trust, respect and rapport
- draw upon a significant body of psychologically grounded coaching skills to promote client development, encourage breakthrough and deepen understanding
- align coaching to the business and organisational context
- manage effective closure to exceed client, coach and stakeholder expectations

## Module 1

**Beginning:** Engaging the client. You will:

- develop a clearer understanding of clarifying purpose and contracting between the person being coached, the coach and the stakeholder(s)
- practice with key coaching frameworks and models to work towards goals and objectives
- enhance listening and questioning skills in practice sessions with direct feedback

- start to develop a personal, unique coaching framework
- establish peer coaching relationships to promote coaching practice

## Module 2

**Middle:** Deepening the understanding. You will:

- consider emotions in coaching
- clarify the boundaries of coaching and other management activities
- introduce creativity into coaching practice
- experience supervised coaching practice
- get a clear understanding of the importance of ethical guidelines and professional standards
- be alert to both explicit and tacit information and its impact on coaching outcomes

## Module 3

**Ending:** Successful review and closure. You will:

- employ solutions-focused coaching tools to achieve beneficial outcomes for coachees
- understand coaching in a leadership or organisation context
- explore the role of challenge in coaching
- manage the 'psychology of endings' providing healthy closure for the colleague being coached, the coach and the stakeholder(s)

## The assessment day

**Evaluation:** Closure and ongoing development. This day consists of:

- a presentation of each participant's unique and developing Coaching Framework and Model (their 'signature presence')
- submission of a reflective essay on your personal learning journey
- a live demonstration of your coaching that is evaluated against ICF and EMCC based criteria

## Course outline

The design of each module and the style of facilitation emulate the coaching process and relationship. We focus on how to establish the relationship, how to facilitate deeper understanding and awareness of the person being coached and how to close coaching relationships and contracts.

In addition to the modules the programme includes:

- three group mentor coaching sessions and three one-to-one mentor coaching sessions to support the development of coaching competencies
- participation in three small group discussions-one after each of the three modules to deepen understanding
- completion of an online programme providing further development and support
- having a minimum of two practice clients throughout the programme and log of at least 10 hours of coaching practice by the end of the programme
- one thirty-minute tutorial in advance of the Assessment day
- successful participation in and completion of the work for the Assessment day



## Accreditation

This is a diploma level programme: on completion you will receive a certificate of attendance from the AoEC.

Graduating from this programme will provide you with:



### International Coaching Federation (ICF)

Represents 60 Accredited Coach Specific Training Hours (ACSTH).

Please note that we are in the process of converting from ICF ACSTH accreditation of our Practitioner Diploma to the new ICF Level 1 accreditation. This will take effect from 2023.



### European Mentoring and Coaching Council (EMCC)

Practitioner level. For more detailed information see the EMCC website.



### Association for Coaching (ACA)

Accredited Award in Coach Training. For more detailed information see the Association for Coaching website.



UNLOCKING POTENTIAL

ESTONIA

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