

Coaching Professional

level 5



Across all types of organisations, coaching is an effective tool for improving performance and creating a culture that better equips people and teams to succeed. Coaches develop individuals and teams to enhance their professional performance and maximise their potential.

A Coaching Professional interacts with others to bring a fresh, independent perspective. They build self-belief in others, encouraging them to be curious, self-aware, and better equipped to collaborate and innovate. Coaching skills are particularly valuable in increasingly remote and changing work environments, as they enable others to deal with change and overcome barriers of remote working. Learners will be able to realise the benefits of coaching and leading in a non-directive manner, and their skills will help foster an environment where people and organisations thrive. The programme will help delegates branch into one-to-one coaching, team coaching or leadership coaching.

Contents

- ▶ **Key coaching models and techniques**
- ▶ **Theories of learning and reflective practice**
- ▶ **Emotional and social intelligence**
- ▶ **Diversity and inclusion, including bias theory**
- ▶ **Organisational culture and leadership styles**
- ▶ **Communication skills, relationship management and building trust**
- ▶ **Relevant legislation and codes of ethics**

Learning Journey

This training programme is based on the [Coaching Professional Apprenticeship Standard](#).

To provide an **immersive and varied experience**, the learning journey is made up of various teaching and learning methods, including practical and interactive workshops, project work, group work, and self-guided learning. Other teaching methods, such as flipped workshops, webinars and peer-to-peer learning, will also be used, if and when relevant.

Regular **on-programme assessment** can include assignments, presentations, reports, independent learning exercises, and building a portfolio of evidence. Every learner will also have regular progress reviews with their programme lead.

The **End Point Assessment** for this programme consists of three components: a workplace observation with questions, an interview supported by a portfolio of evidence, and a knowledge test.

On completion of the programme, learners will gain the Level 5 Coaching Professional Apprenticeship Certificate.

Typical training period of

12 months

followed by an End Point
Assessment period of up to

3 months