

# COACHING PROFESSIONAL

## LEVEL 5

### APPRENTICESHIP STANDARD

This training programme is based on the Coaching Professional Apprenticeship Standard, so it's important that you familiarise yourself with it and the knowledge, skills and behaviours that it covers. You can find a copy of the standard [here](#).

### HOW LONG DOES IT TAKE?

Typical training period of

**12 months**

followed by an End Point Assessment period of up to

**3 months**

### SUMMARY

**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.

### WHAT DOES THE CONTENT LOOK LIKE?

- ▶ 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

### WHAT DOES IT INVOLVE?

To provide an immersive and varied experience, the learning journey is made up of various teaching and learning methods including:

- ▶ Practical and interactive workshops (these are typically delivered remotely)
- ▶ Set assignments & independent learning exercises
- ▶ Project work
- ▶ Self Guided Learning including Digital Workbooks
- ▶ Progress reviews with your dedicated Programme Lead
- ▶ Other methods such as flipped workshops, webinars and peer to peer learning, if and when relevant.

### ASSESSMENT & QUALIFICATIONS ACHIEVED

Regular on programme assessment including reports, presentations, project work, research assignments and the development of a portfolio of evidence.

**The End Point Assessment for this programme consists of three components:**

- ▶ Observation with Q&A
- ▶ Interview supported by a portfolio of evidence
- ▶ Knowledge Test

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

