



# Training Leaders to Coach

## TRANSLATING THEORY INTO REAL WORLD PERFORMANCE IMPROVEMENT

Coaching is one of the most effective means of achieving sustainable growth, change and development in the individual, group and organization. However, coaching doesn't necessarily come easily for leaders & managers. While the theory may not be hard to grasp, all too often a gap exists between understanding and doing.

We work with your leaders to ensure that they translate theory into practice. Our innovative learning experience incorporates skills training, supported real world practice as well as rigorous assessment and benchmarking of skills application.

We are confident that your leaders will not only learn to coach but turn that knowledge into enhanced organisational performance.

*“I highly recommend this programme to others that want to take the plunge in developing true leadership coaching skills”*

*“You have raised the bar on development programmes for me ... this will be my benchmark from now on!”*

Untangle and Grow  
[www.alisonmaxwell.com](http://www.alisonmaxwell.com)

  
Alison Maxwell

Coach, team coach & coach supervisor  
MA, MA, AC Accredited



# The programme

Our programme is a little unusual—participants build skills by applying their learning back at work—not just by sitting in a class room. Each participant is asked to commit to a 4 month learning journey which blends theoretical input, skills practice, self-study, working with 3-4 coachees, coach-mentoring, structured reflection and multi-source feedback.

We are confident that programme is both a rigorous and objective process as well as a deeply rewarding experience for participants.

## About us

All our tutors hold, at a minimum Master level qualification in Coaching and Mentoring but probably more importantly have deep practical experience of both coaching leaders and growing leaders as coaches.

We have successfully supported organisations to create coaching cultures and have expertise in developing the internal coach community.

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- Skills training modules (2x 2 day) - coaching theory and skills practice
- Working with 3-4 coachees
- Supporting real world practice with coach mentoring
- Self appraisal & reflection
- Self study
- 180 feedback—the impact on the coachees
- Skills benchmarking—comparison with other leaders and managers
- Peer feedback and assessment
- Personal development planning

  
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