



Clutterbuck

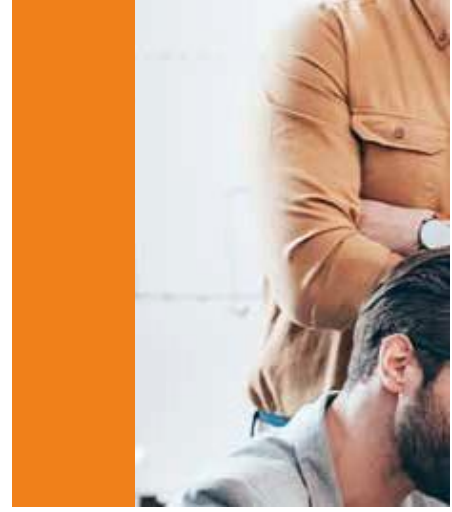
Coaching & Mentoring
International

Global Best Practice, Local Expertise

Executive Coaching and Mentoring Programme



01 Course Overview



This evidence-based, deeply practical workshop, developed by prof. David Clutterbuck, one of the earliest pioneers of coaching and mentoring, is aimed at people, who are experienced in individual coaching and mentoring and wish to acquire or improve skills working with executives.

Whereas most training tends to take a relatively simplistic perspective on the role, functions and skills of a coach, this programme recognises that change at executive level is always systemic. Bringing about change in the individual is not enough – change is only sustainable if it also encompasses the systems that influence them and are influenced by them.

The programme draws on on-going research into how coaches and mentors can mature in their practice to support their work with executives.

Who is it aimed at?

The workshop is relevant to mentors, coaches, consultants, trainers and others, who wish to build an executive coaching and/or mentoring practice, either within corporations or as a business.

What you will learn?

At the end of this programme you will:

- Understand the specifics of executive coaching engagements
- Prepare to bring change at individual and systemic level
- Develop specific executive coaching and mentoring capability, skills and toolset
- Gain confidence in your ability to build executive coaching / mentoring relationships and practice

Is it recognised by Accrediting bodies?

Our Executive Coaching program is accredited by the **International Coach Federation** as continuous coach education.

Successful candidates will receive a certificate of attendance from CCMI which you can use to claim 35.5 hours of ICF CCE (21.5 hrs CC & 14 hrs RD) or CPD with other applicable training bodies.



02 Course Structure

The online programme is delivered over eight weekly webinars of 3 hours with a mixture of theory, practical application and includes group supervision. Participants are encouraged to practice with their clients and to bring to the programme reflections on their experience.

Module 1: Origins, core concepts and trends in executive coaching

We explore the origins of coaching and mentoring and how working with executives compares and contrasts with consultancy, life coaching and other learning interventions. The focus is on value creation for executives.

Core concepts we apply include: the seven levels of dialogue, making the link between internal and external systems and the seven conversations model.

Module 2: Building capability for executive assignments

Understand the specifics and structure of an executive assignment and the executive coaching conversation. Developing your capacity for compassion, curiosity and courage.

We explore practical tools and techniques for increasing understanding of the client's systems, building their self-awareness and self-belief, and managing complex decisions.

Module 3: Executive challenges

We will explore what the most common situations and challenges for executives in the different stages of their careers and how we as coaches and mentors can support them.

Module 4: Executive coaching skills

What would it take to ratchet up your coaching / mentoring skills from good- to great - to awesome?

Engage with our advanced skills portfolio – going beyond the basics of listening and questioning.

Module 5: The executive coaching environment.

What is the environment in which the executive needs to develop and achieve?

We take a deeper dive into understanding executives in their systems, skillful contracting within their systems, working with narrative and integrating diagnostics or psychometrics.

Module 6: Common Traps in executive coaching engagements

What are the most common traps that coaches and mentors fall into during executive engagements?

What makes us doubt the value of the service we provide and how to overcome imposter syndrome.

Module 7: Ethics, politics and taboos

Working with our client's ethical dilemmas, the ethical considerations of executive coaching, mentoring and specifics of working with organisational politics.

Explore when not to take on an assignment and what taboos in coaching and mentoring (what coaches and mentors don't like to talk about).

Module 8: Your executive coaching and mentoring practice

Coach and mentor maturity and your personal development plan.

We will focus on developing your executive coach and mentor practice, using technology, defining your unique selling points, measuring the effectiveness of your practice and making effective use of coach supervision.

03 Course Pricing

**STANDARD PRICING:
£1,800**

EARLY BIRD PRICING AVAILABLE £1,500

About CCMI & the Faculty

Professor David Clutterbuck is founder and practice lead for CCMI and one of the original pioneers of coaching and mentoring having introduced supported mentoring to Europe in the early 1980s. Accredited as EMCC Master Practitioner (EIA, ESIA & IPMA), he combines a wealth of research-based knowledge and experience offering a pragmatic, evidence-based approach to coaching, mentoring and talent management.

The CCMI Network is a global network of leading coaches, mentors, trainers & academics who work together to develop and train cutting edge training programmes that are underpinned by over 30 years of research & evidence-based practice.

This programme was originally developed by prof. David Clutterbuck and has been substantially updated by two core international faculty (Craig McKenzie & Evija Vascenko) who will be the core faculty delivering this programme.

Craig McKenzie



Craig's Asean regional leadership roles included a strong emphasis on developing both boards and leaders. In 2007, he focused his career on coaching and developing leaders within multinational companies based out of Hong Kong. In 2010, he added coach training to his portfolio and is a pioneer in developing coaching in Greater China through his Director role with Transcend International. In 2014, Transcend entered into partnership with David Clutterbuck CCMI and since then Craig has led team coaching education and practice, working with top teams in Asia and Europe. He brings over 20 years of leadership and executive coaching experience into his work as a coach educator.

He is an ICF Hong Kong Charter Chapter Past President, Founding Member of the EMCC Asia Pacific Region, currently Director and Head of Transcend Academy, Head and Core Faculty of the CCMI Team Coaching Senior Practitioner programme, GTCI CASP Head of Stream and Core Faculty, and is accredited with the ICF at the PCC level and with the EMCC at the Senior Practitioner level as a Coach, Team Coach and as a Supervisor.

Craig is a Canadian by birth and he is currently nomadic/homeless enjoying the benefits and liabilities of remote working, spreading his time between Asia, Europe and North America.

Evija Vascenko



Evija is an entrepreneur, trainer, supervisor (EMCC ESIA) and executive and team coach (PCC ICF, EMCC EIA and ITCA at Senior Practitioner level), located in Latvia, but working globally.

Since 2012 Evija has worked with David Clutterbuck and runs his partnership network CCMI as regional distributor and master trainer in Eastern Europe and Central Asia and delivers his team coaching, executive coaching and mentoring trainings.

A large part of her work is related to assessing and developing emotional intelligence together with Genos International, managing their partnership network in Central and Eastern Europe.

She also runs her biotech startup VeritaCell in the skin regeneration field.

Whether corporate world, private practice, entrepreneurship, startups – she has been there in one of the roles. Evija is passionate learner and traveler, expert in balancing multiple roles and enjoys meeting and working with new people in various settings.

Next Steps

Please visit: <https://clutterbuck-cmi.com/programmes/executive-coaching-mentoring/> for more information and how to book.