

Mentoring and Coaching Leader/Manager

Reflective Practice Online Forum
September 2023 – June 2024

Information Pack



Purpose

To support the Continuing Professional Development (CPD) of Leaders and Managers of Mentoring and Coaching Programmes in their organisations. A team of expert mentoring and coaching practitioners facilitate a monthly online Reflective Practice forum.

The purpose of the Reflective Practice forum is to enable Leaders and Managers of Mentoring and Coaching Programmes to engage in reflective dialogue and collaborative learning for the development and benefit of themselves, their colleagues, their programme participants and their organisations. The EMCC Global recognises the functions of supervision described by Hawkins and Smith (2013) as follows:

1. The *Developmental* Function
Concerned with development of skills, understanding and capacities of the coach / mentor.
2. The *Resourcing* Function
Providing a supportive space for the coach / mentor to process the experiences they have had when working with clients.
3. The *Qualitative* Function
Concerned with quality, work standards and ethical integrity.

Participants will be invited to share a dilemma/challenge related to their practice in a **confidential and collaborative** space. The wider group will be asked to engage in insightful questioning and reflections to support the participant in their learning.

The session will be **recorded** and the link provided to participants following the session, unless participants state that they do not want the session to be recorded.



Reflective Practice Forum Approach

- Each participant presents a dilemma
- Participants ask what they want from the group – e.g. questions, general discussion, feedback
- Colleagues ask clarifying questions
- Colleagues engage in the participant request
- Participant feedback



FACILITATION TEAM

Professor David Clutterbuck



Prof David Clutterbuck is one of the international pioneers of coaching and mentoring. He works with individuals, teams and organisations to help them have the conversations they need, to bring about significant, positive change. He brought the concept of structured mentoring programmes to Europe in the early 1980s and, with David Megginson, is a co-founder of the European Mentoring & Coaching Council, for which he is now a Lifetime Ambassador. Of his 70 plus books to date, more than a third are in the field of coaching and mentoring.



Dr Julie Haddock-Millar



Dr Julie Haddock-Millar is a Visiting Professor at the International University of Monaco and Associate Professor (Practice) of Human Resource Management and Senior Teaching Fellow at Middlesex University Business School. She is the European Mentoring and Coaching Council (EMCC) UK Executive Board joint Director for Professional Development and leads on the International Standards for Mentoring and Coaching Programmes (ISMCP) for EMCC International. She is an EMCC accredited Senior Practitioner Coach and Mentor and an accredited Master Practitioner Coach and Mentor Programme Manager.



Melissa Richardson



Melissa Richardson is Managing Director of Art of Mentoring (AoM) with responsibility for product development and managing the team of mentoring program design consultants and program managers. AoM is based in Australia and operates across Asia-Pacific, Europe and the US. AoM offers products and services for design and implementation of high impact organisational mentoring, including programme management software and digital training resources. Melissa's qualifications include a Masters Degree in Organisational Coaching and post-graduate qualifications in Strategic Marketing, Coaching Supervision and Counselling.



Dr Chandana Sanyal



Dr. Chandana Sanyal is a Senior Lecturer (Practice) of Human Resource Management and Development at Middlesex University Business School. She is a qualified coach and Fellow of Chartered Institute of Personal Development (CIPD). She is an EMCC accredited Practitioner Coach and Mentor and is the European Mentoring and Coaching Council (EMCC) UK Executive Board joint Director for Professional Development. She also leads on the European Individual Accreditation (EIA) for EMCC International. Her doctorate is on action learning with a focus on individual



SCHEDULE

The schedule for 2023/24 is as follows:

Facilitator	Date	Time
Dr Julie Haddock-Millar and Dr Chandana Sanyal	Tuesday 12 th September 2023	9 am (UK)
Dr Julie Haddock-Millar and Dr Chandana Sanyal	Tuesday 10 th October 2023	9 am (UK)
Dr Julie Haddock-Millar and Melissa Richardson	Tuesday 7 th November 2023	9 am (UK)
Prof David Clutterbuck and Melissa Richardson	Tuesday 12 th December 2023	9 am (UK)
Dr Julie Haddock-Millar and Melissa Richardson	Tuesday 9 th January 2024	9 am (UK)
Prof David Clutterbuck and Melissa Richardson	Tuesday 6 th February 2024	9 am (UK)
Prof David Clutterbuck and Melissa Richardson	Tuesday 12 th March 2024	9 am (UK)
Dr Julie Haddock-Millar and Dr Chandana Sanyal	Tuesday 16 th April 2024	9 am (UK)
Prof David Clutterbuck and Dr Chandana Sanyal	Tuesday 14 th May 2024	9 am (UK)
Prof David Clutterbuck and Dr Chandana Sanyal	Tuesday 11 th June 2024	9 am (UK)



Registration

Registration is for September 2023 – June 2024. All participants are required to complete a registration form which will be retained for the duration of your involvement in the forum and securely destroyed within one year of the end of your involvement in the forum.



Cost and Payment

The annual cost is set out below (plus VAT where applicable) payable when the participant joins the online Reflective Practice Open Forum. The fee is payable to Coaching & Mentoring International Ltd.; details will be provided on the completion of the registration form.

The annual fee is renewable each yearly cycle upon registration.

Standard price: £500

Alumni of CCMI PMQA Programme: £400

We offer a 30% discount for Charities and Not-for-profit organisations: £350

Payment can be made 50% before the start of the course and 50% mid-way.



Next steps

We'd very much love you to join our Reflective Practice Online Forum. If you'd like to sign up please complete the registration form and return to Julia Clutterbuck: Julia@clutterbuck-cmi.com.

Thank you!

