



Coaching and Mentoring – A Relational Approach to every-day Management.

This programme is offered to individuals or groups who want to learn more about using coaching and mentoring behaviours and skills in the workplace. Although relevant theoretic models will be introduced to highlight and explain certain common and repeated phenomena that managers can experience when working with people, this is **not** a coach training programme. We will be looking at the behaviours and attitudes that will enhance working relationships and the flexibility required to manage individuals successfully.

Our Approach

We believe that the quality of relationships between co-workers is key to accessing great work outcomes. We work with managers to co-create an understanding of what they want their organisation to look and feel like and from there, explore how they can best use themselves to create a natural and authentic coaching style. We work in a safe and confidential space in order to practice new styles of communication, supporting participants as we watch together to see what emerges. While there is plenty of time for reflection, everyone is encouraged to be participative and prepared to play!

Who is it for?

The programme is for individuals recently appointed to a new management role, anyone changing direction in their work role – perhaps taking on a new team, or any HR professionals who are seeking new ways to support a coaching culture in their organisation (elements of this programme written by Jill & Rosalind can be found in the CIPD Post Graduate Text book: Developing People & Organisations)

OR

Groups of managers from a single organisation that wishes to rapidly develop a coaching culture

Programme Outline: This programme is experiential - no formal written coursework is required to be submitted

Part 1 - 2 days – January 21st & 22nd 2016

Beginning with the end in mind. Working with metaphor to describe your organisation's current status. What do you want your organisation to look like in the future? What is it about coaching that would help you to achieve that? Introduction and practice of relevant coaching behaviours, strategies and techniques.

Part 2 – 2 days – March 17th & 18th 2016

Reflections on experience since Part 1. How did it work in practice? What did I learn about myself and what can I learn from other's experiences? Where am I now and where do I want to go next? Where does creativity come in?

Part 3 – 2 days – May 19th & 20th 2016

Review to date. What more do I need? What support do I need from others when I use this coaching style of management, and do I want some supervision? How can I support others? Where do I want to go next?

Investment – For the complete 6 day (2 days X 3 sessions) Relational Change Certificated programme - £999:00. An Early bird discount of £75:00 is available for confirmed booking received by 10th October 2015

To Register – email jill@paradigmcollective.co.uk /07932 227129 OR Rosalind@firstimpact.org.uk /07747 630893 for booking form and joining details

Venue: The Well at Willen Newport Road Milton Keynes MK 15 9AA www.thewellatwillen.org.uk
Details of reasonably priced local accommodation will be sent with joining information

What others have said about the programme

Jill and Rosalind originally designed this programme for Coventry University in 2011 as part of a Masters level CIPD course. It has been successfully delivered to several cohorts of culturally diverse University students and also to cohorts of the prestigious Civil Service Graduate scheme. Here is small selection of feedback comment:

“Absolutely brilliant... I was sceptical coming in, but it far exceeded expectations. I feel I have come away with a good command of coaching techniques and improved confidence.”

“I learned so much about myself and the benefits of coaching and mentoring! The flexibility and control over the learning process worked well for me and others. Extremely enjoyable, although challenging personally.”

“Jill and Rosalind were excellent – really informative and encouraging. Very flexible with our learning ability and happy for us to challenge back. Appreciated the interesting real life examples offered.”

“The peer reviewing of our colleagues was helpful in networking and getting discussions going. The facilitators have a wealth of experience in the-field of study and have definitely had an impact on me.”



Rosalind Maxwell-Harrison is an experienced Leadership and Executive Coach and Accredited Coach Supervisor. In this (her third career) she draws upon the skills learned during two decades as a professional opera singer with those gleaned over a further two decades as Senior Manager in the English National Health Service. She sits on a number of boards, representing the Public Voice including Health Education England's Patient Advisory Forum and Metropolitan Housing Trust's Customer Service Committee.



Jill Ashley-Jones is an Accredited Executive Coach and Accredited Supervisor of Coaches. A former NHS Trust Executive Director having held both clinical and corporate portfolio's she has also lead and worked on national projects for the Department of Health and Department of Education. She continues to provide coaching supervision and quality assurance assessments for Health Education

England Internal Coaching cohorts, as well as her private clients that come from many diverse backgrounds. Jill is passionate about developing leaders and creating effective relationships to enhance the working experience for all and thereby increase organisational productivity and wellbeing.

Working with Relational Change allows Rosalind and Jill to bring their learning and experience to a new forum of 'like minded' seekers of the benefits that effective relationships can bring and most importantly sustain.