



Institute of Human Development

# Inspired Coach

High performance coaching for leaders,  
managers and professional coaches

**Level 1:**

**New frontiers in High Performance Coaching**

One three-day module

**Level 2:**

**Professional accreditation in**

**High Performance Coaching**

Two three-day modules and one two-day module

“A much needed breakthrough to a new generation of professional coaching.”

## Inspired Coach

# A world-class coaching accreditation programme, more than a decade in the making

“Coaching – when fully embraced as a fundamental leadership skill – is the fastest track to creating agile, confident, successful organisations where people start to perform way beyond their own expectations.” *Adrian Gilpin*

Welcome to what one participant described as “**simply the best coach training programme in the world right now**”. **Inspired Coach** draws from the very best work being done in the field of coaching and personal development by the world’s leading performance coaches synthesized and presented in a simple, practical and powerful coach training programme.

We have designed this programme to work alongside your organisation’s approach and strategy towards personal development, equipping participants with an invaluable coaching tool kit. The modular nature of the **Inspired Coach** programme allows participants to take their development as high performance coaches as far as they need, from adding coaching skills to a manager’s repertoire to developing a pool of highly skilled internal coaches.

Our philosophy on coach training is in the first instance to make it simple, safe and accessible to all. Those with a real talent for coaching have the option to take on further development where our approach transcends the traditional tools of coaching to focus on developing the coach. It’s not what you know that makes you a great coach. It’s not the tools you use that make you a great coach. It’s who you are that can make you a true wizard of high performance coaching.

“Uncommon success is achieved when we raise our personal standards, manage our energy and commit to being a different and deliberate, conscious human being – it’s not magic, it’s challenging and demanding. Without a coach this is largely a pipe dream; with a coach it becomes attainable.” *Adrian Gilpin*

Generally, coaching skills programmes concentrate on logical, rational goal setting techniques such as SMART or GROW or one of their derivatives. In our view this is a long way from high performance coaching. Defining outcomes and accessing the energy to move towards our goals is one very small part of performance; the larger part is knowing how to deal with the much stronger forces that pull us away from our goals and vision and cause us delay, disappointment and disaster.

“Coaching urgently needs to evolve. It must move out of the exclusive realm of the professional expert, and be made fully available to all. Coaching is more than a set of techniques; it is a highly effective way of conducting interactions between people. In the next generation we will see every high quality interaction between manager and staff, teacher and pupil, parent and child reflect the core principles of coaching. It is for this generation to take the lead, and make it happen.”

We have spent over a decade synthesising the very best of these traditions, while seeking to evolve coaching to a new generation of simplicity, impact and accessibility. Our clients believe we have done so.

The **Inspired Coach** programme is designed to get participants up and running as coaches quickly. Participants will be taught a simple and powerful structure through which to coach and as they continue their journey with us they will develop the expertise and the flexibility to adapt their coaching to the specific needs of the enterprise.

This is a highly experiential programme, rooted in active learning, and it is in the regular practice of coaching fellow students and selected volunteers that participants will truly develop and hone their skills. **Inspired Coach** combines the accessibility of short, sharp coaching programmes with the essential time that it takes to develop and embed advanced performance coaching ideas, tools and techniques.

## Inspired Coach

### Level 1:

# New frontiers in High Performance Coaching

Inspired Coach Level 1 is a three-day programme designed as a stand alone module with three specific objectives:

- To equip managers, leaders and those with responsibility for the development of others with new frontier coaching skills.
- To lay a firm foundation for those with the talent and aptitude for coaching. In the same way that a musician masters their scales and arpeggios, coaches can develop similar foundations that underscore powerful coaching interventions.
- Give all participants a thorough grounding in Adrian Gilpin's **Pathfinder™** coaching tool – a brand new concept in high performance coaching.

**During Inspired Coach Level 1 you will learn:**

- The core principles and philosophy of IHD's Inspired Coaching methodology.
- The art of paying absolute attention.
- The science of asking powerful and transformational questions.
- New frontier goal setting techniques that work at the conscious and unconscious, rational and emotional levels.
- Adrian Gilpin's **Pathfinder™** coaching tool – a powerful new process for guiding the whole high performance coaching journey.

Participants will leave the three days confident, able and prepared to engage in powerful coaching conversations.

**What is it that makes Inspired Coach stand out from the crowd of coach training courses available in the market place today?**

The **Pathfinder™** product ... combined with our coaching principles and philosophy.

Innovation lies at the heart of the IHD and we are proud that central to Inspired Coach Level 1 is an exciting new coaching model, the **Pathfinder™**. A tool, a model and a physical product that can be used both in one-to-one coaching conversations as well as with groups and teams.

The **Pathfinder™** product goes deep beneath traditional goal setting models such as SMART, GROW and others; it identifies the **energy** that an individual can access to move towards goals and outcomes, but more importantly, it identifies the **entropy** (or negative energy) that unconsciously propels an individual away from their goals and outcomes. We believe that millions of pounds of lost opportunity and potential are tied up in your organisation and can be unlocked by understanding this principle alone.

## Inspired Coach

### Level 2:

# Professional Accreditation in High Performance Coaching

**Inspired Coach Level 2 consists of two three-day modules and one two-day module. It is designed to equip managers and leaders with precision coaching tools that work alongside the Pathfinder™ and the coaching principles introduced in Level 1. Level 2 is for those within your organisation who:**

- are responsible for leading and developing groups and teams
- are involved in leading change
- want to further develop and hone their coaching skills
- are champions of transformational change

Inspired Coach Level 2 takes participants deeper into the IHD's philosophy of human performance that underpins our approach to coaching, leadership and personal development. Level 2 builds on the foundation coaching skills from Level 1 and introduces the IHD's 7 Elements framework that will enable participants to quickly get to the heart of the issue in their coaching conversations.

#### **During Inspired Coach Level 2 you will learn:**

- the use of clean language
- the power of metaphor
- the art of story telling
- the power of visualisation to create positive energy for successful outcomes
- the 7 Elements framework

Participants will leave this level with a firm grounding in the 7 Elements framework, confident and able to support individual and group change.

#### **Introducing the 7 Elements**

For more than a decade the IHD has researched, synthesized and developed a accessible framework for human excellence. The 7 Elements is a result of our studies into high performing individuals, teams, organisations and communities. When the 7 Elements

are aligned energy flows freely and we become unstoppable, when they are out of alignment energy flow is stifled and blocked and we find ourselves frustrated and stuck. We often hear

“We set clear and SMART goals and we still don't achieve them.”

“We've tried all sorts of strategies to move forward and still we're stuck in the same place having the same conversations”

The 7 Elements help to break through these barriers and 'stuck points'.

The combination of the **7 Elements framework** with the **Pathfinder™** supports the coach in two vitally important areas:

- identifying the real issues beneath the 'presenting problem': the 7 Elements is a powerful diagnostic tool, to identify exactly where the blocks, obstacles and issues are rooted
- identifying the best solution: the 7 Elements is a precision tool able to help the coach identify the best solution or strategy to support individuals and groups in overcoming or removing the blocks, obstacles and issues

The 7 Elements fine tune our performance and bring the driver, steering wheel, engine, fuel, gearbox, suspension and tyres together for optimal performance on the road towards our chosen destination.

#### **Accreditation**

The final two days of this programme will be devoted to assessing participants in their knowledge and skill at using the IHD's high performance coaching framework and tools. Successful participants will be entitled to call themselves 'IHD Accredited Coach'.

## Inspired Coach

# More about the Pathfinder™ coaching tool

**Pathfinder™** is a response to the questions we encounter when we talk to line managers, HR Directors and Chief Executives.

“How do we get personal development plans out of people’s drawers and into their hands?”

“How do we make personal development plans practical, relevant and effective?”

“How do we ensure that coaching is focused on business outcomes and not just a cosy chat?”

“How do we measure the impact and effectiveness of the coaching?”

“What about the managers who aren’t natural born coaches?”

**Pathfinder™** is a physical tool that enables the coachee to develop a dynamic personal development plan focused on the outcomes they are looking to achieve. The tool can be tailored to the cultural language of your organisation and steers clear of technical jargon. The **Pathfinder™** tool is owned by the coachee who is able to use the product to map out, reflect and work on their development journey between the sessions keeping the focus on and momentum towards their agreed intended outcome.

For the coach, **Pathfinder™** sets out the structure for the coaching process and enables them to capture the coachee’s journey as it is revealed through their coaching conversations. The tool is simple to use and includes guidance notes for the coach to assist them during the sessions. It displays clearly; where they are heading, where they have been and where they are now. The visual nature of this product allows both the coach and the coachee to see exactly how far they have travelled.

...and it grows in effectiveness as the coaches skills develop

**Pathfinder™** is more than a product and a tool; it is a coaching ‘clothes-horse’ on which you can hang a vast array of coaching tools and techniques that are offered in the later modules. It quietly and symbolically embodies many of the advanced concepts in coaching and personal development which have an unconscious impact on a coachee without the concepts needing to be studied; a bit like driving a high performance car without needing to know anything about how the internal combustion engine works.

In our work as professional coaches we have seen the power of **Pathfinder™** and are delighted to be able to introduce this tool as part of the **Inspired Coach** programme.

## Inspired Coach

# The four levels of Inspired Coach



### Level 1:

## New Frontiers

Designed to equip managers and leaders with a high performance coaching approach to managing and developing people. Participants will learn The Nine Pillars of High Performance Coaching, how to use Adrian Gilpin's unique **Pathfinder™** coaching framework to facilitate outcome focussed conversations, and how to use the Aspell-Gilpin Profiler to unlock an individuals core motivations, values and beliefs.

*Three-day module.*

#### **Entry Requirement:**

*Open to all.*

### Level 2:

## Professional Accreditation

Precision tools and advanced coaching concepts for professional coaches as well as managers and leaders who wish to develop high levels of influence and impact with others and build highly productive relationships. All participants will receive a full assessment, and have an opportunity to showcase their new skills with Adrian Gilpin before final accreditation (as 'IHD Accredited Coach') for successful candidates.

*Two three-day and one two-day modules.*

#### **Entry requirement:**

*Completion of Level 1.*

### Level 3:

## Trainer Accreditation

The development of coaching skills in managers is key to successful organisational development over the next decade. IHD Accredited Coaches can take their professional training further and become accredited to deliver Inspired Coach Level 1 training inside their organisations, and under some circumstances, for IHD on our open programmes. This will include accreditation to use the Aspell-Gilpin Profiler psychometric tools.

*One three-day and one two-day modules.*

#### **Entry requirement:**

*Accreditation as IHD Coach and interview.*

### Level 4:

## Master Trainer

From time to time we extend an invitation for highly talented individuals to join our Master Trainer programme. Following a rigorous programme of training, assessment and review of a candidate's previous experience and professional ambitions, a select few become accredited as Master Trainer and become qualified to deliver Inspired Coach Levels 1 to 3.

#### **Entry requirement:**

*IHD Trainer Accreditation, two years professional coaching experience, at least three years in professional facilitation or training at the highest level. Testimonials of the highest order. Interview.*

### In-company and open programmes

Levels 1 and 2 can be delivered inside your organisation by IHD accredited coach trainers. Level 1 can be licensed for delivery by your own staff following trainer accreditation.

## Inspired Coach

# 2008 programme dates, fees and booking

### Programme 8

**Level 1:** March 13/14/15

**Level 2a:** April 17/18/19

**Level 2b:** June 5/6/7

**Level 2c:** July 17/18

*Programme 8 is residential and takes place in a country house conference centre in Kent, approximately one hour from London.*

### Programme 9

**Level 1:** July 3/4/5

**Level 2a:** September 4/5/6

**Level 2b:** October 2/3/4

**Level 2c:** December 1/2

*Programme 9 is non-residential and takes place in central London.*

### Fees

**Level 1: £1,500**

**Level 2: £3,175**

**Level 1 and Level 2: £4,250**

*All fees are subject to VAT.*

### How to book

Please complete this form and return it to: IHD, Eridge Road, Eridge Green, Tunbridge Wells, Kent TN3 9JU, or fax it to 0845 310 0115. Please make cheques payable to IHD.

If you would like to find out more about the Inspired Coach programme please call Gaye Jee on **0845 310 0114**, or email [academy@ihd.co.uk](mailto:academy@ihd.co.uk)

### Your booking

**I wish to book:**

Level 1 only     Level 2 only

Levels 1 + 2 package

**To take place as part of:**

Programme 8

Programme 9

### Total amount due

£ \_\_\_\_\_

### Your personal details

Prefix \_\_\_\_\_

First name \_\_\_\_\_

Family name \_\_\_\_\_

Company \_\_\_\_\_

Job title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Postcode \_\_\_\_\_

Country \_\_\_\_\_

Email address \_\_\_\_\_

Telephone (landline) \_\_\_\_\_

Telephone (mobile) \_\_\_\_\_

### Your payment details

I am enclosing a cheque

Please invoice me for payment within 30 days

(Complete your billing address below)

Please charge my credit/debit card

(Complete further details below)

Visa

Mastercard

Switch

Other (note that we can't accept American Express)

Card number \_\_\_\_\_

Start date \_\_\_\_\_

Expiry date \_\_\_\_\_

Issue number (Switch only) \_\_\_\_\_

Three-digit security code \_\_\_\_\_

Name on card \_\_\_\_\_

Billing address \_\_\_\_\_

City \_\_\_\_\_

Postcode \_\_\_\_\_

Country \_\_\_\_\_

Signature of card holder \_\_\_\_\_

How did you hear about the programme? (If a referral, please state by whom) \_\_\_\_\_

Are you able to describe briefly your main reasons for attending? \_\_\_\_\_

\_\_\_\_\_