

Experiential Coach Development Programme

Open or Tailored In-house



- Develop your people to become skilled internal coaches
- Increase the range of individuals who can access coaching in your organisation
- Improve the quality of relationships and decision making, increase efficiency and engagement
- Choose a recognised programme that makes Individual Coach Accreditation simple
- Create a ripple effect of collaborative behaviours as those who receive coaching integrate new skills into business habits.

Who is it for?

Managers and Senior Managers who want to engage and develop their people

Change agents, HR Business partners and Talent Development professionals sharpening their skill sets

Anyone who coaches or mentors others, looking to professionalise and gain a strong qualification.

What's involved?

- Kick-Off Workshop
- 3 x 1 day modules
- On-line portal of resources
- Practice with coachees
- Group Support
- Individual Coaching Supervision
- Two psychometric profiles

Why work with us?

Our facilitators are practising coaches, accredited to the highest level to coach and supervise coaches

We tailor the programme to reflect your preferred coaching models and approaches

We include how to include psychometric profiles (Strengths and Emotional Intelligence 360) in coaching

Our innovative approach allows you to learn and be supported at distance, largely at times and dates to suit you

Our agile way of working allows the group to determine the location and dates for the modules together.

Our programme is recognised by the Professional bodies for coaching.

"If you always do what you've always done, you'll always get what you've always gotten" Henry Ford

"An innovative programme that adapted to our needs as they evolved. It has significantly shifted the skills of the team and there is a tangible difference in the quality of conversations we have with the business."

"The function of leadership is to produce more leaders, not more followers." Ralph Nader

"Since the program helps to develop the thought process of our coachees and engage them to become problem solvers, there is an exponential impact of developing an engaged population of individuals who have learned how to develop their own solutions"

"There are only two ways to live your life. One is as though nothing is a miracle. The other is as though everything is a miracle." Albert Einstein

*"We took away valuable lessons on curiosity and supporting 'thinking through the situation'. There is a lot of value in doing this thinking **with some else**. The process itself puts rigour, commitment and confidence to the ultimate outcome"*

Experiential Coach Development Programme

Kicking off in May 2017

Facilitator team

Michelle Lucas, Master Executive Coach, Accredited Coach Supervisor



Michelle's applied psychology and corporate background informs a deep understanding of individuals and organisations in her coaching work. An accredited Master Coach and experienced accredited supervisor she has a thriving independent practice serving both individuals and corporate clients, established in 2003. This programme was initially devised for clients to "upskill" people as internal coaches to the organisation.



When working as a supervisor or trainer of coaches, her primary aim is to raise awareness of what drives the choices a coach may make. She believes that the best coaches work authentically and so her programmes are designed to be exploratory with each coach being encouraged to develop their own unique approach.

Michelle is the brains behind the design of this innovative programme, whose unique approach means that you direct your learning as an adult learner and decide the level you want to achieve. Her design was awarded recognised status by two professional bodies for coaching. Michelle leads the Supervisor Accreditation assessor team for the Association for Coaching.

Motto: "Let silence do the heavy lifting"

Favourite question: "What if..?"

Lorenza Clifford, Master Executive Coach, Accredited Coach Supervisor



Lorenza is an innovative leadership and coach development professional with senior level, multi-sector experience. She combines a growth mindset with real understanding of leadership, coaching psychology and practical coaching experience. She has a track record of successful coaching with board-level executives, practice leaders and heads of businesses. Since 2003, she has alternated working for clients in her own business, with Senior Management contracts, designing experiential programmes for PwC and Grant Thornton.



An accredited coach supervisor and experienced developer of coaches, Lorenza raises awareness and opens up choices through exploration of lived experience. She has an extensive spectrum of methods she has trained in, which she blends precisely and uniquely to meet you where you are and propel you forward. Her signature approach is gentle inquiry balancing support and challenge, creating a thought-provoking motivational effect and long-lasting, wide-reaching results.

Lorenza has been Lead Facilitator on London Business School accredited PwC Business Diploma programmes, has lead ILM level 5 and 7 programmes on Strategic Leadership, Leading Change and Coaching. She is a member of the Coach Accreditation assessor team for the Association for Coaching.

Motto: "Form a question only once you've heard the fullness of the current thought emerging"

Favourite question: "Given all of this, what would you like to have happen?"

Invest in your coaching development

Our Kick-off is the perfect first step on a professional coaching journey. It will be held in the Newbury/Oxford area.

Expressions of interest and questions to:

[Michelle at greenfields:](mailto:Michelle@greenfields.co.uk) 07717 122950

[Lorenza at coachchange:](mailto:Lorenza@coachchange.co.uk) 07770 965379

Click here to [request an application form](#) for the open programme

If not now, then when?