

COACHING COMPETENCE

Developing Internal Coaches for Organisational Excellence

Coaching and its benefit for organisations

Coaching creates value for organisations and their people. It is increasingly recognised as an effective tool to produce sustainable solutions, learning and growth within organisations. In times of change and uncertainty, having an internal coaching pool is especially useful, as it creates confidence, autonomy, clarity and increased effectiveness in dealing with challenges. Topics that can be addressed in coaching include leadership, performance, career, personality and behavioural development. Efficiency is a key element. Instead of creating dependency, the focus lies on creating autonomy of the employee.

Training target

This seminar cycle is developed to train human resource professionals and managers to become internal coaches for their organisation. After the training, these coaches are able to support other employees on their journey of self-development and learning.

Training method

Our modules consist of short lectures, group work, practical exercises and case studies, as well as cascade supervision and phases of self-reflection. Throughout the modules, the future coaches undergo their own development process, practice tools and support each other in peer groups.

Training content

Module 1: Starting the Journey (3 days)

- What is coaching?
- Leadership & responsibility
- Understanding learning
- Vision & goal-setting

Module 2: Basic Coaching Tools (3 days)

- Coaching roles
- Communication tools
- Phases of coaching
- Coaching contract, spotlights and questions
- Systemic thinking and developing hypotheses
- Coaching exercises

Module 3: Developing the Whole Person (3 days)

- Working with metaphors in coaching
- Coaching in different life phases
- Traditional culture and organisational culture
- Career development in coaching
- Decision-making tools for coaching
- Coaching exercises

Module 4: A person is a person through others (3 days)

- Working and coaching in a diverse environment
- Understanding complex systems
- Dealing with change and resistance
- Reflection on behavioural patterns
- Ethics in coaching
- Coaching exercises

Supervision workshops (2 x 1 day)

- Collegial coaching
- Reflection on practical coaching cases

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Trainer Team



H. Titilayo Seriki (Dipl.-Wi.-Ing., PhD)

Is a Nigerian-German industrial engineer with a doctorate in international management (“Teamwork for Innovation in Sub-Saharan Africa”). She is the founder of CIELARKO – International Management Consultants, based in Cape Town, South Africa. She draws on her experience in consulting, teaching and self-development methods when coaching individuals at turning points in their careers and lives.



Judith Haupt (M. Ed)

Is a South African-German consultant and facilitator for CONTRACT South Africa, a subsidiary of CONTRACT KG, Germany, business consultancy for organisational and human resource development. She has coached leaders and trained coaches from numerous organisations and focuses on coaching individuals within their organisational context.

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