



CoachWise Equipped™

Coaching is
the catalyst.
Transformation
is the result.

50% of medium to large organisations in USA have had an internal coaching capability for over 5 years. Developing an organisation's coaching capability is no longer a matter of choice, rather a question of how and when.

Pawel Sopkowski,
Coachwise™

CoachWise™ is recognised as a leading corporate coaching programme worldwide delivered by Rapid Change Consultancy, the only organisation in Ireland accredited to deliver this programme, in partnership with coachwise.org.

Meeting the high standards set by the International Coach Federation (ICF) CoachWise™ is one of only a handful of courses worldwide which prepares coaches for the corporate environment.

CoachWise Equipped™ is a comprehensive, intensive and practical learning programme that prepares participants to become a professional level coach.

It provides a rigorous grounding in the core skills and principles of coaching and enables participants to apply this to their own situation whether it's as an internal coach, external coach, team leader or project manager. Also powerful for anyone who needs to influence and engage people and motivate people.

For those seeking a professional level qualification, CoachWise™ provides a one stop shop to meet all the criteria set by the ICF.

Results you can expect:

- To be equipped with the knowledge, attitude, skills and habits required to become a corporate coach able to work with people at all levels in any organisation.
- To know how to take into account the human condition and the organisational landscape that is foundational to the workings or any social group or organisation.
- Enhanced leadership capability and higher emotional intelligence.
- Practical coaching tools and practices relevant for coaching people in organisations.
- Eligibility to apply for the first level of coaching qualification with the ICF.



CoachWise Equipped™

“A skill for life that has been invaluable... delivered significant business, transformational, behavioural and personal change.

Catherine Holmes
OD Consultant (formerly BT)

Who is it for?

- Leaders who want to transform their organisation.
- HR specialists and managers interested in becoming a Coach or a Coaching Specialist.
- Trainers and Consultants who want to adopt a coaching approach to get better results for their clients.
- Anyone wanting to train as a professional coach for the corporate environment, whether as an internal or external coach.

CoachWise Equipped™ enables participants to:

- Skilfully use the CoachWise™ model and become powerful coaches and catalysts for personal and organisational transformation.
- Support people to achieve sustained and meaningful change that positively impacts themselves, others and their organisation.
- Help others make sense of the complex world they live in, to clearly see the opportunities and threats within it and find ways to use this for personal and organisational benefit.
- Open people's eyes to new possibilities, perspectives and realities to reach goals and their vision of success.
- Build their own emotional intelligence and that of others and be able to confidently support people facing significant challenge or emotional turbulence.
- Identify and work with the complexity of people's inner world and support them to be effective, productive, resilient and resourceful.
- Be strongly connected to their personal authority, identity and style as a professional coach and to use this wisely to benefit their client and their organisation.



How is CoachWise Equipped™ Structured?

CoachWise™ is an Accredited Coach Training Programme (ACTP) with the International Coach Federation (ICF). Building on CoachWise Essentials™, Equipped provides 69 ACSTH (Approved Coach Specific Training Hours) and will therefore contribute to the training requirement for professional coaching accreditation.

- 3 in-person training workshops (each is 2.5 days, totalling days 7.5/ 51 ACSTH)
- 4 types of telephone classes (15 ACSTH)
- 3 supervised coaching sessions including exam (3 ACSTH)

Equipped A	<ul style="list-style-type: none"> • Deepen use of coaching skills and principles • Developing presence, impact and responsiveness • Working with values • Establishing trust and creating sustainable partnership
Tele-class	<ul style="list-style-type: none"> • Learning Labs: Group coaching around one topical question • Coaching Pub: Participants bring their own topics, knowledge and experience • Live Coaching Series: Participants observe one coach and one client through a series of consecutive coaching sessions • Supervision: Supervised coaching session with a mentor coach providing individual feedback
Equipped B	<ul style="list-style-type: none"> • Understand and impact current reality • Working with complex systems and structures • Exploring limiting beliefs and personal identity • Build resilience, resourcefulness and emotional intelligence
Tele-class	<ul style="list-style-type: none"> • Learning Labs: Group coaching around one topical question • Coaching Pub: Participants bring their own topics, knowledge and experience • Live Coaching Series: Participants observe one coach and one client through a series of consecutive coaching sessions • Supervision: Supervised coaching session with a mentor coach providing individual feedback
Equipped C	<ul style="list-style-type: none"> • Influencing personal and organisational transformation • Establish coaching style and credibility • Inspiring purposeful leadership • Developing courage, capacity and commitment
Tele-class	<ul style="list-style-type: none"> • Learning Labs: Group coaching around one topical question



On completion of CoachWise Equipped™:

We saw people with a greater ability to manage transitions and change with confidence. Managers learned how to challenge and change organisational dynamics and develop higher levels of personal leadership capability.

Frank Bowles
Business Change Leader
BT

- Participants who complete 100 hours and of coaching practice and pass the exam are eligible to apply for the ACC credential.
- Participants who go onto complete at least 200 hours of coaching practice are eligible to progress to CoachWise Proficiency™ which upon successful completion (and passing the CoachWise Proficiency™ exam), makes them eligible to apply for the ACC or PCC credential via the ICF ACTP (Approved Coach Training Provider) route. This means they will not need to sit an ICF exam to gain the credential. (n.b. ACC requires 100 hours of coaching practice, PCC requires 750 hours)

To find out further details about ACC accreditation download document 'CoachWise™ and ACC Accreditation'.



Why CoachWise™?

Our Clients

Organisations actively using CoachWise™ include:

- Aviva
- Amplico Life
- Arvato
- Avon
- Bayer
- Boeringer Ingelheim
- BP
- Bre Bank
- BT
- Coca Cola
- Generali
- GlaxoSmithKline
- Kraft Foods
- Levi's
- Netia
- Sandoz
- Tebodin
- Tesco
- Tieto

Accredited

Our programmes are accredited by the International Coach Federation and will contribute to the training requirement for professional coaching certification (ACC and PCC credential).

Practical

Participants learn advanced coaching techniques, skills and tools they can apply immediately when coaching leaders, managers and professionals in organisations.

Relevant

Designed specifically for corporate coaching. It is logical, accessible and it makes sense to people in organisations.

Varied

Our teaching methodology combines demonstrations, coaching practice in pairs or threes, facilitated discussion and group exercises to maximise learning and application back in the workplace.

Balanced

Our programmes are designed for all learning styles and personality types. We deliberately balance the intellectual with the emotional, the objective with the subjective, the short-term with the longterm, the need to work with individuals and the need to work with teams, the need for structure and the need for flow.

Who leads CoachWise™ Programmes?

All our course leaders are both business people and passionate experts on coaching who:

- Know how to apply coaching in the corporate environment.
- Are experts in the CoachWise™ theory and methodology and have trained 100s of students.
- Hold a professional accreditation from the International Coaching Federation.
- Have a solid business background.
- Have been an internal or external coach to organisations.

Contact us

Email anne@rapidchangeconsultancy.com or call **028 9268 8554**.
Or download other fact sheets on our CoachWise™ Programme at www.rapidchangeconsultancy.com

