Learning for Tomorrow
Coaching and Mentoring with Head, Heart and Soul
A Whole Person approach giving you the tools, skills and confidence you need to work with others one-to-one
Who is this for?

- For anyone who wants to use coaching and mentoring to support others with rigour, passion and depth, either in your organisation or in private practice
- For those who want to develop a more relational and transformative approach to the development of others
- For those who want to learn how to help others learn, grow, succeed in their own lives, connect with their sense of purpose; become more fully themselves at work and at home
- For those wishing to forge a career in the development of others
- For those already working as a coach or mentor and longing to go deeper and further
- For those who want to be part of a challenging and supportive community of practice

The programme

The programme is a dynamic mixture of professional and personal development providing you with an integrated blend of applied theory, practice and experience offering opportunities for reflective practice, paired, small and whole group work with support from experienced facilitators and one-to-one practitioners.

The whole person approach to relationships calls for more of your whole self as well as enabling others to engage with more of their whole selves. This way of learning taps into the emotional, spiritual and physical rather than relying only on the cognitive acquisition of knowledge.

This is not a traditional approach to learning. Your own development is a critical part of the learning process, placing you, your history and your aspirations for the future at its heart, so while learning how to work one-to-one on the development of others, you will also be developing your whole self to be the best you can be.

From day one you will be practising what it means to work in a way that incorporates the best psychological and developmental models with pragmatic yet transformative human relations skills. You will be encouraged to explore all the skills and experience you already bring to coaching and mentoring while learning new skills and finding a style that is truly authentic and sustainable.
Core programme elements

Working with a framework for the one-to-one developmental relationship

- Learning the skills of the Oasis Seven Stage Model for Effective Relationships
- Understanding the process of forging trust and safety on a one-to-one basis
- Managing boundaries and maintaining your wellbeing while working with others

Applying different interventions

- John Heron’s Six Category Intervention tool for understanding what to do and when
- Learning how to listen with all of yourself – Head, Heart and Soul
- Learning the power and art of effective questioning to unlock the potential in the other

Working with a Whole Person approach to the one-to-one relationship

- Working with difference through exploration of frames of reference using Transactional Analysis and psychological drivers
- Working with emotions – yours and theirs
- Using the physical self as source of information
- Enabling a connection with deeper meaning and purpose

Developing the art of the reflective practitioner

- Working on your own personal development
- Developing awareness of your own impact

Schedule

The approach is modular with applied practice between sessions. All modules will take place at the Oasis School of Human Relations, based at Boston Spa.

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<th>MODULE</th>
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<tr>
<td>Module 1</td>
<td>21/22/23 JANUARY 2015</td>
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<td>Module 2</td>
<td>11/12/13 MARCH</td>
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<td>Module 3</td>
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<td>Module 4</td>
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<td>Module 5</td>
<td>23/24 NOVEMBER INCLUDING SELF AND PEER ASSESSMENT</td>
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Format

The programme uses a combination of mini-inputs, paired and triad work and other experiential and practical sessions. In addition to the practice during modules, each participant will be expected to work with ‘practice’ clients. Facilitated reflection and support will be built into the modules.

Assignments

• Development of an individual learning contract
• Learning Journal of reflective practice
• Practice with clients, working towards having at least three clients by the end of the programme
• A reflective piece that demonstrates integration of theory and experience.

Assessment

The programme will use and model a self and peer based assessment process.

The Oasis Approach

Oasis has developed and delivered programmes since 1985. We offer an intensive development approach rather than a training-based methodology. While there are courses available that focus on improving coaching and mentoring skills, Oasis offers a series of unique intensive development programmes to help you become the ‘instrument of change’ by developing your applied practice, supported by frameworks and approaches that work.

We have an international reputation for developing a distinctive method of working which places relationship and the whole person at the core of its working practice. We are frequently invited to enter situations where problems and difficulties exist to which there are no ready or obvious answers. Our approach is to work collaboratively alongside those involved, in ways which enable them to begin the process of creating the answers they need to meet the future that faces them.

We are committed to processes where the learner is at the heart of their learning and are proud of our approach to development and the quality of the learning experience offered. Whether you are just setting out or are experienced and want to develop deeper confidence and a broader skills base, or want to hone your style through peer and facilitator feedback, our programmes are demanding, supportive and progressive.

Longer programmes provide experiential learning, reflective practice, negotiated content, self and peer assessment, as well as opportunities to work with the inevitable power and authority issues involved in peer-based learning approaches.
Testimonials

“I am a practising 121 Developer within Bettys & Taylors. What has been most powerful to me is how much I feel I have grown and developed as a person through my practice, I have learnt to listen whole-heartedly, question to a deeper level and have built a trusting and honest relationship with my clients. The positive feedback I have had from my clients is that the coaching and mentoring received is invaluable, and that they have gained the belief that they have the ability to make a difference.”

Louise Caldwell, Hospitality Manager, Bettys & Taylors Group

“I left the course feeling far more confident of being able to deal with issues in a logical, structured and helpful way. I also felt that my perspective regarding how to provide coaching, mentoring and supervision had been fundamentally changed. Most definitely, I also learned new things about myself that I never knew before, about the qualities I possess, how I perceive things and how I am perceived by others. Truly a unique experience.”

Garry Wilkinson, Director of Fundraising and Marketing, Kirkwood Hospice
The Facilitation Team

Carole-Ann Jones

Carole-Ann is a leadership development consultant, facilitator and coach who brings a desire to help individuals and teams connect with their passion, values and purpose in order to be the best leaders they can be. Carole-Ann has a wealth of organisational experience following a career in a range of HR and Leadership Development roles at Unilever. Carole-Ann became an Oasis Core Associate in 2011 and is currently working with organisations across a range of sectors which are exploring how to take a more distributed approach to leadership.

“My approach is based on developing strong relationships with people and building the trust needed for honest and open dialogue. I have found that when people have time to reflect on who they are at their best and what holds them back then they can really build momentum for change.”

Current activities include:

- Facilitating a range of internal development programmes for a business as part of a broader OD initiative.
- Leading a project to develop all aspects of a people agenda in order to become a great place to work.
- Developing leaders through one-to-one coaching and mentoring.
- Enabling teams and individuals to ‘learn whilst doing’. For example, developing their capacity to give and receive feedback and hold challenging conversations whilst gaining clarity on purpose, roles and accountabilities.

Carole-Ann is in the final stages of a Masters in Coaching and Mentoring with Sheffield Hallam Business School. For her dissertation she is exploring what it means to bring a Whole Person Learning approach to one-to-one Executive Development.

Outside work, she enjoys spending time with her family which often involves being out in the Yorkshire countryside walking or running.
Glyn Fussell

Glyn is a consultant and executive developer with a track record of delivering innovative leadership development across a diverse range of sectors.

As a coach and facilitator, Glyn has enabled individuals, groups and organisations to achieve extraordinary results. With a philosophy that places self-awareness and authenticity at the centre of truly effective leadership, Glyn works to ensure that clients’ values are central to the work he does with them. His approach is to catalyse real change in behaviour, encourage visionary thinking and the alignment of personal, corporate and societal goals in a way that benefits all.

Glyn’s career began in the performing arts – working for 12 years as a singer and actor in a variety of productions from West End musicals to radio plays and voice-overs. He has always been interested in what makes people tick and by extension what makes people effective, whatever their position in life. This led to training in counselling and psychotherapy and to a postgraduate qualification in coaching.

Glyn is passionate about taking a whole person approach to developing others – not simply focusing on business results or promotions but not ignoring the importance of these either. What excites him is working with deeper questions of meaning, purpose and personal authenticity.

Glyn has worked with a wide range of individuals, teams and organisations, including some of the UK’s most influential and high profile leaders. His experience has led to a uniquely informed view of the leadership challenges faced by decision makers and the agility necessary for success.
Fee

The fee covers all aspects of participation with the exception of travel and accommodation for modules, which will be the responsibility of participants. One-to-one mentoring sessions may utilise communication technologies such as Skype.

£4,995 (VAT exempt)

Oasis is open to dialogue in regard to fee arrangements for those individuals and organisations that have a deep commitment to developing coaching and mentoring resources and careers but are facing significant resource constraints.

How to apply

Please send a written expression of interest to Charlotte@oasishumanrelations.org.uk including any relevant experience, current role and reasons for wanting to undertake this programme. An interview with one of the facilitators will take place prior to joining the programme which will give an opportunity for both parties to find out more, and determine suitability for the programme.

For more…

To have a conversation about this or any of our other programmes, contact Heather Griffiths at the Oasis School of Human Relations.

T: +44 (0)1937 541700
E: Heather@oasishumanrelations.org.uk
W: www.oasishumanrelations.org.uk/programmes
Coaching and Mentoring with Head, Heart and Soul

“I would strongly recommend this programme to anyone wanting to steer their development in this area. I went into it knowing that it would help me with some of my key development themes, but I have been pleasantly surprised with how much this has translated into better, more constructive day-to-day relationships as well as in the one-to-one development setting. This has been reflected back by my business colleagues and has added to the satisfaction I have gained from the programme.”

Mike Burrett, Head of Finance, Bettys & Taylors Group

For more information about this and other programmes contact Heather Griffiths
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