



oasis

School of Human Relations

COACHING & MENTORING

With Head, Heart & Soul



Association
for Coaching

LIGHTING YOUR WAY TO A UNIQUE APPROACH TO COACHING

“
It has given me a
different sort of confidence;
the feeling you get when you have
worked something out for yourself.
A confidence that makes you feel so
much more able in working with others,
supported by a great group of people
who push you in the right direction!”

Chris Oxnard
Deputy Chief Operating Officer
NIHR Clinical Research
Network

INTRODUCTION

More and more people are waking up to the benefits that wholehearted coaching and mentoring can bring both personally and professionally.

This programme takes a whole person approach to helping you learn how to do this. Your own development as a person is a central part of the learning process. This places you, your history and your hopes for yourself and your life's work at its heart. So, at the same time as 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.

We understand that much of the power of coaching lies in the quality of the relationship between you and the person you hope to help. From day one on the programme, you will practise working in a way that incorporates the best psychological and developmental models with pragmatic and transformative human relations skills. You will explore all you naturally bring to coaching and mentoring, while learning new ways of working with others. You will also find your own unique style: one that is truly authentic and sustainable.

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BENEFITS

Coaching with rigour, passion and depth

You will develop the skills and confidence to coach others, whether it be in your organisation or in private practice.

You will learn how to make a real difference in your work with others: helping them grow, succeed in their own lives, and connect with their sense of purpose.

You will learn and experience the practicalities of working with a client – enabling you to begin to forge a career in coaching and mentoring.

You will become part of a supportive community of practice.



I have gained a new set of tools, techniques, skills and experiences that not only enabled me to be an effective, competent coach; the new learning makes me a better HR Director. I'm more confident as a person, as a parent and as a friend. I will feel the benefit of this training for a lifetime.



Anna Jaques

HR Director

Bettys & Taylors Group

WHAT'S DIFFERENT ABOUT OUR APPROACH?

We have an international reputation for our distinctive method of working. In organisations, we are frequently invited to support situations where there are no obvious answers. Our approach is to work collaboratively alongside those involved, in ways that enable them to create their own answers to the challenges they face.

What this means for our coaching programme is that participants work on their own personal development as well as learning the skills to coach others. This enables participants to work with others in deeper, more courageous ways, which make a real difference to the client.

Oasis has developed and delivered programmes since 1985. We offer a deeper development approach rather than a 'chalk and talk' classroom-based methodology. We believe that the most vibrant and sustainable learning comes through having a go yourself; learning whilst doing and allowing time and space to reflect on what you are learning. To that end, our approach combines professional and personal development with plenty of opportunities to practise what you are learning.

We help you develop your ability to have truly effective and trusting relationships with others on the programme. This enables all participants to learn, grow and reach their true potential.

WHAT IS COVERED?

1 Module 1 / Getting Started

- » The Oasis Seven Stage Model for effective relationships
- » Introduction to humanistic psychology
- » The history of coaching and mentoring
- » Listening and questioning skills
- » How to set up and hold your first client meeting
- » Neuro Linguistic Programming (NLP) and the art of rapport building
- » Using scoping tools
- » Managing boundaries
- » Introduction to reflective practice

2 Module 2 / Working with Difference – Developing the Whole Person

- » Understanding different personality types
- » Introduction to the four temperaments
- » Transactional analysis and the psychological drivers
- » Deeper listening, questioning and the use of silence
- » Group supervision
- » NLP and the well-formed outcome
- » Nancy Kline – creating a thinking environment
- » Dealing with conscious and unconscious bias

3 Module 3 / Dealing with Change and Transition

- » The Kubler Ross DREC model of change
- » Working with challenge and feedback
- » The power of the unconscious
- » Enabling a connection to deeper meaning and purpose

4 Module 4 / Creating Choice and Freedom

- » Using mindfulness
- » Understanding what to do when with John Heron's Six Categories of Intervention
- » Working with emotions
- » Using creative techniques to unlock potential
- » Right brain/left brain approaches
- » Introducing the self and peer approach to assessment

5 Module 5 / Evaluating Success

- » Tools for review and evaluation
- » Developing an effective feedback loop
- » Self and Peer Assessment (SAPA)
- » Managing endings

“

I recommend this programme very highly. I was able to take my experience from just cognitive learning to a deeper multi-dimensional understanding. The process integrates what is going on at the rational and emotional level and requires participants to confront themselves in the process.

”

Kathryn Winterburn

Participant

WHAT'S THE FORMAT?

In developing your coaching and mentoring skills, we recognise that you will need a solid theoretical knowledge base. The programme provides an integrated blend of applied theory and practice with expert support from experienced coaches and mentors.

You will work with a range of frameworks and approaches.

You will develop your own signature coaching and mentoring style.

A combination of seminars, experiential learning and skills practice sessions with your peers.

In addition to the practice during modules, you will be expected to work with three volunteer clients.

Facilitated reflection and support will be built into the modules.

Continuity and application of learning are enhanced throughout by peer supervision groups and one-to-one coaching.

A Self and Peer Assessment takes place on the last three-day module of the programme.

ASSESSMENT AND ASSIGNMENTS

You will be required to produce a reflective written piece based on your practice and self-study. This helps to demonstrate your understanding and integration of theory and experience.

This is based on materials developed through the programme including:

- » Learning Journal of reflective practice
- » A log of practice with clients, working towards having at least three clients by the end of the programme.

A certificate of achievement is awarded by The Oasis School of Human Relations and the programme is assessed through a radical self and peer assessment process. The aim is to create authentic self-awareness in an environment of supportive challenge.

This certified programme is accredited by the Association for Coaching. As such our work aligns with their competency and ethical framework.



BEFORE YOU START

This programme is for you if you are already a coach and looking to deepen your practice, wanting to start your coaching career or you are in a position at work where you have responsibility for others and want to improve the success you have in developing them. It is also suitable if you do consultancy or project work and care about creating a relational and collaborative style to client relationships.

The first step is a private coaching conversation with one of the facilitators. This helps you decide whether this is the right course for you. It gives you a chance to ask questions about how the programme works, the level of commitment required and what support you will need from your network.

The programme is made up of five modules, all held at the Oasis Centre in Boston Spa, West Yorkshire within easy reach of the A1.

HOW TO APPLY

Speak to us

Drop us a line to express your interest: charlotte@oasishumanrelations.org.uk

Or call us on **01937 541700**

Meet us

A conversation with one of the facilitators will help you work out what's involved and whether the programme is right for you.

This programme gets into the 'know-how' of coaching. While the necessary theory is there, the real value to me was experiencing the richness that comes with deeper personal work – which of course makes me a better coach.

Rick Trask
Participant

THE FACILITATION TEAM

Facilitated by dynamic coaches with years of experience working with others

Carole-Ann Jones



Carole-Ann is a leadership development consultant, facilitator and coach who helps 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 in industry including Unilever. Carole-Ann became an Oasis Associate in 2011 and works with organisations across a range of sectors.

Carole-Ann holds a Masters in Coaching and Mentoring with Sheffield Hallam Business School. For her dissertation she explored what it means to bring a Whole Person Learning approach to one-to-one executive development.

“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, they can really build momentum for change.”

Outside work, Carole-Ann enjoys spending time with her family, which often involves being out in the Yorkshire countryside cycling or running.

Glyn Fussell



Glyn is Co-Director of The Oasis School for Human Relations. He is a leadership development consultant, a facilitator and a coach, 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.

“I am passionate about taking a whole person approach to coaching and mentoring – not simply focusing on business results or promotions but not ignoring the importance of these either. What excites me is working with deeper questions of meaning, purpose and personal authenticity.”



**The Oasis School
of Human Relations**

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