



The Coach Leader Program

(An ICF accredited program)

The Coach Leader Program is designed to concentrate on refining coaching skills among leaders. Coaching is recognized as a contemporary international approach where it is widely employed globally for fostering and augmenting the proficiency of leaders. It aims to elevate the capabilities of employees, enhance their performance, heighten personal awareness, boost motivation, and improve communication within the organization and among employees. Additionally, coaching serves to integrate modern management principles and foster positive organizational culture through transformative change.

Coaching is a collaborative interaction between 2 individuals, the coach and the coachee that are conducted through multiple sessions. The primary objective of this process is to assist the coachee in attaining mutually agreed-upon goals established during the coaching sessions. The aim is to guide the coachee towards a state of certainty and clarity, fostering participatory and creative thinking. Through this process, individuals can broaden their perspectives, gain motivation, and harness their utmost professional and personal capabilities, thereby advancing organizational values/performance.



1 October
2024



8:00 am
2:30 pm



16 Training
days



85 Learning
hours



10 Hours
coaching &
mentoring



English
language



1,050 BHD
Including VAT

Target Audience:

Individuals eager to acquire knowledge about coaching and who seek to learn the principles and would like to apply their valuable skills.

Program Accreditation:

This program is accredited at LEVEL 1 from the International Coaching Federation (ICF) with 75 coach accredited training hours.

Certificate:

Achievement certificate provided by the Institute of Public Administration, and accredited by the International Coaching Federation (ICF).

To Register:

For Government Entities:

The Institute of Public Administration receives nomination applications from training officials in government entities via the Special Registration System (TMS) on the Institute's website. (www.ipa.gov.bh).

Private sector institutions and individuals:

Through the registration form on the website of the Institute (www.ipa.gov.bh).

Program Modules

Passing Requirements

No. of

◇ Introduction to Coaching

This module introduces the basic concepts of coaching and promotes the importance of interactive participation between the coach and the coachee. The module also introduces coaching models such as the (GROW) model and introduces the core skills necessary to succeed in the role of the coach and these skills are compatible with the International Coaching Federation (ICF).

1. Attendance at least 80% of classroom training.
2. Conduct a coaching session at work with an employee and deliver a written report on the session. (Duration of session - 1 hour)

3 days

◇ The Power of Awareness

The second module moves to another level in coaching, which focuses on the importance of creating a different perception of the coachee. The module includes a set of strategies that help the coach to help the coachee in creating new awareness.

The module touches on feelings, beliefs, and values, how to perceive them and how to create change at different levels.

1. Attendance at least 80% of classroom training.
2. Conduct a coaching session at work with an employee and deliver a written report

3 days

◇ Moving Towards Artful Coaching

This module includes a set of advanced concepts in coaching and methods to recognize and understand personalities, and deal with them. It also provides the participant with new tools in coaching to examine strengths and points of improvement so that the direct supervisor can deal with each employee according to what they need.

This module also highlights the important role of the organization and the senior leadership in promoting and encouraging coaching practices in the organizations in Bahrain.

1. Attendance at least 80% of classroom training.
2. Conduct a coaching session at work with an employee, and deliver a written report on the session.

3 days

◇ Final Assessment

All the participants meet in one hall for two days, and each participant plays the role of the coach at times, and the role of the coachee at other times. The trainers and all participants evaluate all sessions, and the participants acquire from this process practical skills and higher efficiency in the use of coaching at work.

1. Passing the final assessment according to the ICF criteria.
2. Attendance at least 80% of the two days of the assessment.

2 days

◇ Coaching and Mentoring Hours | 10 hours:

Each participant receives 10 hours of coaching and mentoring, including 3 individual sessions with the coach trainer, and 7 group hours in a group of no more than 10 participants. The aim of these sessions is to give the trainee feedback on the coaching sessions, which will enrich his experience and enhance his skills related to practicing coaching directly.

◇ Eligibility to apply for ICF accreditation as a coach:

The graduates of this program become eligible to apply to ICF to become an accredited coach at the level of Associate Certified Coach (ACC). To receive this accreditation, the participant must do the following:

1. Attend the accredited training program (The Coach Leader Program).
2. Conduct 100 hours of coaching practice (not included in this program).
3. Apply for the accreditation and attend the final written exam directly with ICF (there is a certain fee payable by the applicant directly to ICF).