



**inspired2learn**  
COACHING & MENTORING

## Learn2Coach - Webinar Workshop Recordings – Menu

Designed and delivered by Clare Smale, a professional master coach and supervisor, you have access to a wonderful menu of learning opportunities. Explore the work of many different authors, influencers and experts in coaching. Find your own style and approach.

Gain theoretical knowledge, learn practical tools and practice coaching behaviours. All of this is available to you remotely and with flexibility.

Webinar recordings cost just £15 each, including a copy of the slides and handouts (pdf) where relevant.

Choose any webinar from the menu and email [clare@inspired2learn.co.uk](mailto:clare@inspired2learn.co.uk). You will then be sent a link to donate £15 to Julia's House Childrens' Hospice. You will then be sent the resources, link and password for the recording. This will be active for one month.

**The coaching tools, techniques and approaches** we give you, can be used in many different types of coaching and are extremely adaptable. For example:

- GROW and CLEAR coaching models (plus others such as OSKAR, DREAM and LAZY)
- Goals setting tools and approaches
- NLP coaching tools – working with values, beliefs, identity, purpose and behaviours
- Psychological safety and state management – for you and your client
- Masterclasses in more advanced approaches
- The ethical use of diagnostic tools, including a variety of psychometrics
- Effective contracting, including templates and other paperwork to help you if you want to have a coaching business
- Ethical practice and competency frameworks, from a range of professional bodies
- Gain our **Diploma in NLP Coaching** (optional)

**Learn the skills, behaviours and knowledge** to support life coaching, executive coaching, performance coaching, career coaching and workplace coaching. Hopefully you get the general idea by now 😊 – so much of what you will learn can be adapted into multiple situations, whatever your background and coaching ambitions.

There are regular live webinars that discuss a huge range of coaching approaches. Dates and topics are published at <https://www.inspired2learn.co.uk/learn2coach/>

Webinars don't need to be watched in a particular order – it's OK to dip in and out. Each webinar recording lasts about an hour unless stated otherwise. There is no follow up work, although hopefully you'll be inspired to do some extra reading or research. Most webinars include breakout room activities which aren't recorded. You are encouraged to do these activities yourself, or if you prefer to save time, you can skip forward.

If you are new to coaching, you will probably begin with Learn2Coach Module 1 and work down the list.

- **Module 1 - for beginners** – these webinars cover many of the essential skills, knowledge and behaviours that will get you started on your coaching journey
- **Module 2 - creating your coaching toolkit** – the core models that you will need, plus a few of the best coaching tools to get you started
- **Module 3 – supporting your development** and reflections with models and theories – some topics to get you thinking and reflecting upon your professional practices
- **Module 4 – extending your coaching toolkit** - practical tools and techniques to use in coaching sessions
- **Module 5 – coaching demonstrations** - genuinely 'live' and unscripted coaching sessions with Clare – shared with permission from the coachees
- **Module 6 - masterclasses** – more advanced webinars - these assume you have a good grasp of the basics and some experience upon which to build.

**Diploma in NLP Coaching** – these webinars (shown in brown) build a knowledge and understanding of specialist NLP principles and tools for use in coaching. You will let us know when you have watched them all and we will send you an optional short written assessment. On successful completion of this you will receive our certificate for a Diploma in NLP Coaching - issued by inspired2learn in recognition of this specialist element of your learning and practice. From the selection shown in brown below, you will need to complete 20 hours of webinars plus approximately 2 hours of written work (to be submitted). There are different fees for this, so just get in touch to find out more.

*"I would just like to thank you for all your support throughout the ILM coaching qualification. I found the webinars really helpful and allowed me to connect with learners at a time I was feeling isolated. Your responsiveness to assignment submissions was a huge source of motivation and kept the momentum going. I can't recommend I2L enough and am hugely grateful that I chose you for this qualification. Everything has been very smooth and supportive, and I feel I have learned a lot from both the theory and the coaching hours and reflective learning. I do struggle with self study and theory, but found with I2L there was a helpful set of resources and templates available, as well as physical support, so this minimised the issues I find with self study. I now have clarity on the distinctions between coaching and mentoring, and a language and set of tools I didn't have before. I have a deeper experience and am better able to articulate my feelings about coaching. I am also more aware of the need and value of supervision, co-coaching and continual learning, as well as the professional bodies, ethics and competencies. I am able to market myself differently and coach with more confidence." Michael*

*"I think I'm hooked! Really enjoying the webinars. Thank you." Nicola*

*"Thank you for a great session – really useful to develop my tool bag and have knowledge of different models. It is very interesting talking to coaching colleagues from very different professions (great knowledge sharing)." Patrick*

*"I think the webinar recordings are fab, I am hooked on them and getting so much out of them." Emma*

# Webinar menu

A taster – this is being updated regularly

<b>MODULE 1 – for beginners – plus some essential reminders for all coaches</b>	
<b>Insurance hints and tips</b>	A free AC webinar about insurance (GDPR, security and other legal advice).
<b>The business of coaching</b>	The ethical requirements for insurance and a professional will, plus legal requirements such as GDPR. Plenty of useful Q&A to review at the end and some essential practices to put in place before you begin coaching.
<b>Introduction to coaching</b>	<b>Introduction to coaching</b> & listening skills. No handouts needed
<b>Introduction to Mentoring</b>	Follows on nicely from the above. <b>How does mentoring differ from coaching?</b> Which skills and behaviours do they share and which are exclusive to one or the other? What are the ethical implications and power dynamics of this?
<b>Coaching Questions</b>	An introduction – what makes a good coaching question?
<b>Listening skills</b>	A quick introduction – no preparation or handouts required.
<b>Advanced listening skills</b>	Essential content for beginners - the difference that makes the difference
<b>Deep listening</b>	An inspiring and thought-provoking webinar <b>with Oscar Trimboli</b>
<b>Contracting</b>	The written, verbal and psychological contract
<b>Chemistry meetings</b>	What makes a good chemistry meeting, plus some of the pitfalls.
<b>Rapport NLP content</b>	<b>What is it? Why is it important? How to build rapport.</b>
<b>Ethics</b>	On completion of the webinar, further info will be sent to you about your legal obligations and ethical advice
<b>Coaching models</b>	Coaching models & introduction to coaching questions – how to manage a coaching conversation using a variety of simple frameworks such as GROW

<b>Step by Step - Practicalities</b>	Preparing to coach a new client – checklist of things to get ready, before, during and after coaching. Handouts available, including the Step-by-Step Guide to Coaching (sent to you on enrolment)
<b>The GROW Model</b>	An exploration of the history and phases of the GROW model and how to use it in coaching. Ideas for questions at each stage of the GROW model. iGROW and T-GROW. Handouts for GROW questions and the well-formed outcome tool
<b>The CLEAR model</b>	An exploration of the phases of the CLEAR model and how to use it in coaching. Ideas for questions at each stage of the CLEAR model. A focus on the contracting and listening phases, which are the main points of difference between GROW and CLEAR Handout for CLEAR questions
<b>Identifying development needs</b>	A quick tour of tools and techniques for identifying client development needs before your first coaching session or as a coaching programme unfolds – you might also like to watch the masterclass on psychometrics (see below)
<b>The Advice Trap</b>	Handout available. Find out more about Michael Bungay Stanier’s book ‘The Advice Trap’ and lessons for effective coaching. What is wrong with giving advice? What type of advice monster is your advice monster? Have you experienced the 6 foggy-fiers in coaching?
<b>The well-formed outcome</b> NLP content	A popular and simple goal setting tool from NLP, which includes the Cartesian coordinate questions. Modules 11, 18, 19 and 28 sit nicely alongside this topic. Handout available.
<b>Using Coaching Cards</b>	hints and tips – you will need a pack of coaching cards which include pictures. These are available from inspired2learn and there are others on the market if you prefer.
<b>Getting Ready to Coach</b>	A three hour webinar – viewing time without breakout rooms is approximately 2hours. Lots of interesting Q&A. Ideas and advice for the first coaching session – keep things simple with a model and the basics. The well formed outcome. Templates and record keeping for the portfolio.
<b>10 Traps for coaches</b>	Based upon a chapter in Coaching with NLP for Dummies, explore 10 potential traps for coaching conversations and how you might overcome them.

## MODULE 2 – Creating your coaching toolkit – a few essentials

<b>Goal setting</b> NLP content	<ul style="list-style-type: none"><li>• Goal maps</li><li>• Affirmations</li><li>• Making goals compelling</li><li>• Visualisation and time lines</li><li>• Neurological levels</li><li>• Heroes and Heroines</li><li>• Present state and desired state planner</li><li>• GREAT and CREATE models</li><li>• The arguments for not setting goals</li></ul>
<b>The well-formed outcome</b> NLP content	A popular and simple goal setting tool from NLP, which includes the Cartesian coordinate questions. Modules 11, 18, 19 and 28 sit nicely alongside this topic. Handout available.
<b>Using Coaching Cards</b>	hints and tips – you will need a pack of coaching cards which include pictures. These are available from inspired2learn and there are others on the market if you prefer.
<b>The Coaching Wheel.</b> NLP content	Also called the Wheel of Life, this is an immensely popular coaching tool and there's no shortage of further information on the internet, including free templates and guides.
<b>Neurological Levels</b> NLP content	A quick delay for admin at the start ofn the recording, then quickly into a brief overview of NLP and an introduction to the neurological levels model. Bring along a topic / goal to explore using the 6 levels. Clare Smale will coach you through the levels and show you just one of many ways to use this great tool. Finish with a discussion of other uses of the neurological levels tool plus a brief Q&A at the end. See also the masterclass recording. You might like to watch the other webinars about this topic in Module 4.

<b>MODULE 3 – supporting your wider development and the reflective logs - principles, theories and other general topics</b>	
<b>The Drama Triangle</b>	Find out more about how to use this model when reflecting upon your coaching relationships. How do the victim, rescuer and persecutor roles play out when we coach? Essential viewing in the early days of your coaching portfolio (units 501, 502, 701 or 702), giving you a model on which to reflect. Also useful for Units 500 and 703.
<b>RAG rating self-assessment and reflective models</b>	Introducing several models for reflective learning, all of which are useful for your portfolio and reflective practice. The RAG rating exercise is explained in a little more detail, with guidance on how to get the best from it for both assessment purposes and also for your professional development and CPD.
<b>Ethical Dilemmas</b>	Handout available with a long list of common ethical dilemmas for discussion – plenty of links in this webinar for additional on line resources
<b>Psychological Safety</b> NLP content	No handouts required for taking part. Follow up handouts available. Find out more about the components of psychological safety and the importance of vagal tone.
<b>VAK for beginners</b> NLP content	An introduction to how sensory information can support you to ask better questions and create rapport. <b>1 hour</b>
<b>Supervision</b>	The normative, restorative and formative functions of supervision plus the 7-eyed model – a quick tour of both – essential viewing before you book your first supervision session
<b>Communication Skills for Coaches</b>	No handouts required – introducing a few key communication models
<b>7 Principles</b>	A review of Peter Bluckert’s 7 principles for effective coaching. No handouts needed.
<b>PPP Framework</b>	Philosophy, Purpose and Process - explore your coaching and draft your coaching profile. Also very relevant for supervisors.
<b>The presuppositions for successful coaching</b> NLP content	Taken from NLP, there are around 9 presuppositions that could underpin successful coaching – these can help you to manage your coaching mind-set, including being non-judgemental in coaching sessions. A quick recap of the 4 pillars of NLP followed by plenty of discussion about the presupposition statements. They often create some interesting debate!

	<i>"I can see how sitting with each of the 9-13 statements could be productive. I like how you indicate that they are subjectively true, although that may not make them objectively true OR compatible with our value system. I also appreciate your honesty that we are going to form judgements and that coaches are not trying to be automatons but, rather, recognize when we make judgements and try to let them go and not allow them to form the basis of our work with people."</i> Don, September 2021
<b>The Chimp Paradox</b>	Based on the book of the same name, find out more about the chimp, human and computer brain and how we might pay attention to them in our coaching
<b>The 5 steps of building professional rapport</b>	Based on the book of the same name, find out more about this practical structure, including the ACHIEVE coaching model.
<b>Coaching Culture</b>	How to embed and maintain it – a panel discussion and Q&A, hosted by the Trusted Coach Directory in January 2022
<b>Giving Effective Feedback</b>	The pros and cons of giving feedback in coaching and how this sits on the coaching / mentoring continuum. The purist approach, with feedback on self as a coach, compared to various structured approaches that are available to give feedback to coachees on behaviour.
<b>NLP &amp; Rapport</b>	A three hour workshop for an organisational cohort of coaches. Covers contracting questions, an introduction to NLP and the NLP approach to rapport – what does it mean and approaches for developing connected coaching relationships



## MODULE 4 – extending your practical toolkit

<p><b>Coaching state</b> NLP content</p>	<p>Managing your state for coaching and helping coachees to be at their best. An introduction to neuroscience. Best Way Forward handout required, plus local of control questionnaire as an optional extra. For follow up, watch the modules on psychological safety and listening skills</p>
<p><b>A live coaching experience</b> NLP content</p>	<p>A small amount of preparation required. You will listen to this webinar as if you are the coachee, undertaking coaching activities along the way. Clare will also explain a little of each activity. You will need two handouts (the CLEAR model and well-formed outcome) plus your coaching cards.</p>
<p><b>Introducing the NLP coaching approach</b> Part 1</p>	<p>4 pillars presuppositions sensory acuity, Satir positions, NLP communication model</p>
<p><b>Introducing the NLP coaching approach</b> Part 2</p>	<p>Disney Strategy Presuppositions of NLP Milton and meta model of language – quick intro</p>
<p><b>NLP for Coaches</b></p>	<p>Three separate recordings make up this workshop. Topics include the NLP communication model, the 4 pillars of NLP, the well-formed outcome (with handout) and the difference between the blame frame and the outcome frame. The presuppositions are touched upon briefly.</p>
<p><b>neurological levels tool</b> NLP content</p>	<p><b>A coaching session using the neurological levels tool</b>, combined with the principles of the present state/desired state approach. Handout needed for the present state – desired state planner. A reminder of some of the neuroscience associated with effective goal setting.</p>
<p><b>Neurological levels 3 Ways</b> NLP content</p>	<p>In this webinar recording (hosted on YouTube) Clare delivers a webinar for the Trusted Coach Directory. See also the masterclass recoding below.</p>
<p><b>Neurological Levels</b></p>	<p>A masterclass recorded in two parts. The first part is missing due to technical difficulties. fabulous and adaptable coaching tool – a practical webinar showing how the tool might be adapted for different topics.</p>

<b>Cartesian Coordinate Questions</b>	Four great questions which examine different perspectives and dimensions. Frequently used as part of goal setting, but applicable to any coaching scenario. Simple but challenging.
<b>Virtual Coaching</b>	If you wish to take part in the activities you will need a dictionary and a box of random objects from around your home (15-25 approx). Handouts available for random word generation and the magic metaphor activities.
<b>Good endings</b>	How to close a coaching relationship – hints and tips. A good webinar to watch after this would be evaluating coaching – coming soon
<b>The Miracle Question</b>	The miracle question is a ‘thing’. It is a goal setting question used in therapy and coaching, taken from the solutions focus approach.
<b>The Johari Window</b>	– handout available – a fantastic tool for exploring relationships and communication with clients. Also a useful self-assessment tool for your coaching practice.
<b>FACTS model</b>	<b>Challenging coaching</b> Coming soon
<b>Stakeholders</b>	Working with power-interest matrix to identify stakeholders in coaching and how to plan the best level of communication. Handouts required.
<b>ABC Technique</b> NLP content	A series of questions to help get your coachee unstuck and into a more positive and resourceful place. Based upon Meta Model 2 in NLP, the questions are designed to achieve a shift in mind set and can be used quickly or over a longer coaching session. A process with a clear formula, adapted from the book ‘Coaching Made Easy’ (Liebling & Prior). Handouts required.
<b>Using psychometrics in coaching</b> NLP content	A quick tour of some of the best known psychometrics and how you might ethically use them as a coach. Links and suggestions for further reading and support. No preparation necessary (option to explore a free MBTI personality profile on line). No handouts required.
<b>Transform goals with VISION</b> NLP content	Follow Clare’s VISION model to bring goals alive. Quick links and ideas for coaching, plus a couple of practical activities. No preparation necessary and no handouts required.

<p><b>The Disney Strategy</b> NLP content</p>	<p>A great NLP coaching tool for creativity – best used in situations where the client wishes to develop a goal, project or an idea. Use both divergent and convergent thinking. One handout needed, showing the three phases of the tool and examples or questions task in each phase.</p>
<p><b>Creating Coaching Superheroes</b></p>	<p>A fun approach to uncovering your coachee’s superpowers. Adaptable to common coaching topics such as confidence, reliance and the imposter syndrome. Practical webinar – bring along paper, pens and pencils – get creative</p>
<p><b>Coaching with an empty chair</b> NLP content</p>	<p>Three ways to use an empty chair when you coach – perceptual positions, ask an expert and systemic coaching</p>
<p><b>Giving effective feedback</b></p>	<p>A debate of the role of feedback in coaching, plus some models to help structure effective feedback.</p>
<p><b>Ikigai – a Japanese model for coaching to purpose and balance</b></p>	<p>What is the reason for jumping out of bed in the morning? A great coaching tool for finding motivation to change, identifying goals or making bigger life /work / business decisions.</p>

## Module 5 - Live Coaching Demonstrations

1 hour, followed by 30 minutes of Q&A from those observing. Clare's coaching is aligned to the CLEAR coaching model and is unscripted. The topic wasn't known in advance. A written contract and preparation document was sent to the coachee before the session. The verbal contracting phase with the observers / participants isn't shown. The coachee has given full permission in writing for this recording to be shared with you. The aim of these live demonstrations is to provide a real time coaching experience - it's not intended to be a 'perfect' coaching session, but instead a natural and fluid coaching conversation where Clare can demonstrate a little of her personal style and approach. The Q&A at the end should be particularly useful in understanding the way the session evolved and the impact for the coachee.

<b>Demonstration #1</b>	<b>Karen</b>
<b>Demonstration #2</b>	<b>Sarah</b>
<b>Demonstration #3</b>	<b>Helen</b>
<b>Demonstration #4</b>	<b>Lucy</b>
<b>Demonstration #5</b>	<b>Jamie – working with a values hierarchy</b>
<b>Demonstration #6</b>	<b>Emily</b> – a three hour workshop, beginning with an Q&A about the ILM L5 for 30 minutes and then moving into the set up for a coaching demonstration. The demonstration is an hour and the topic of work-life balance uncovers deeper emotions for the coachee. The Q&A at the end discusses note taking, resisting rescuing / advice modes, the use of listening and silence and holding an emotional issue in the coaching space rather than counselling or therapy. Thank you to Emily for allowing me to share this demonstration with you all 😊

<b>Module 6 - Masterclasses – more advanced topics and discussions</b>	
<b>The Hero's Journey</b> NLP content	The first few minutes are missing (introduction and an activity to discuss who your hero / heroine might be). The Hero's Journey – what is it? How to use it for personal and professional development – for yourself and others. Coaching questions – using the 12 steps as a coaching tool. Handouts available
<b>Journaling</b>	With guest presenter Andrew Gibbons. Optional preparation and handouts
<b>Expert coaching panel discussion Inst L&amp;M</b>	<b>Learn to coach series with the Institute of Leadership &amp; Management</b> in collaboration with the Trusted Coach Director. Clare Smale is one of four coaching experts for a panel discussion and Q&A. No preparation or handouts required.
<b>Expert talks Inst L&amp;M</b>	<b>Learn to coach series with the Institute of Leadership &amp; Management</b> in collaboration with the Trusted Coach Director. Clare Smale is one of three coaching experts, presenting the topics of listening, rapport and ..... No preparation or handouts required.
<b>Clean language</b>	An introduction to clean language and an opportunity to experience clean coaching questions – references for further reading and links to live demonstrations videos. Handouts available
<b>5% questions</b>	<b>Coaching, supervision &amp; reflective practice.</b> A simple but effective tool, using a series of statements / question to help your coachee with a reflective written activity. Coach the person not the problem or the goal. Also a useful framework for your reflective practice and a supervision too.
<b>Clean Language and Coaching Cards</b>	Similar to the above, but with the use of coaching cards woven into the activities. Lots of Q&A and a slightly different set of activities. A longer webinar than the one above and at a slightly gentler pace (plus more content). Handouts available
<b>Interview with Clare, by Ryan Hartley</b>	Clare is interviewed by Ryan about her journey to becoming an experienced coach. What inspired Transform your goals with VISION and the state of play in coaching today. Clare's coaching with Ryan a few years ago, resulted in the birth of Ryan's business name; <i>Always Better than Yesterday</i> .

	Also available on Spotify at <a href="https://open.spotify.com/episode/42Bkl4sQMdFrHLE6YXo1wM">https://open.spotify.com/episode/42Bkl4sQMdFrHLE6YXo1wM</a> and Apple: <a href="https://podcasts.apple.com/us/podcast/ep-81-interview-sessions-with-clare-smale/id1424969217?i=1000478364672">https://podcasts.apple.com/us/podcast/ep-81-interview-sessions-with-clare-smale/id1424969217?i=1000478364672</a>
<b>Somatic Coaching</b>	An introduction to coaching somatically. No handouts needed. Head, heart, gut and physical intelligence. Cross reference with other tools and techniques in coaching - apply somatic principles quickly. Take part in practical activities and become more somatic in your approach
<b>Clutterbuck's Challenges for 2021</b>	A discussion of David Clutterbuck's key challenges for 2021 – 7 key areas presenting in a brief article on LinkedIn December 2020. An exploration of all 7, plus Q&A at the end
<b>Unlearn what?</b>	<b>Barriers to great coaching</b> – what have we been taught in childhood or other areas of life that no longer serve us well in our coaching. How does our ego get in the way of great coaching
<b>Systemic Coaching</b>	What is systemic coaching? Approaches, questions and a quick introduction to constellations
<b>The 7 Coaching Conversations</b>	The 7Cs and sailing the 7 Cs – three coaching / supervision frameworks for multiple applications to complete your reflections as a coach and to use with coaching / supervision clients
<b>The 7Cs</b>	A webinar for Wiltshire Council (& Partners) Coaching Group, shared with permission. Explores the 7Cs of reflective practice (see also webinar above). A tool for you to use in personal reflection such as journaling or supervision, but also a coaching tool to support your coachees to reflect on a variety of topics
<b>The 5 senses and 32 receptors</b> NLP content	Exploring VAKOG, coaching with head, heart and gut and finishing with a challenge – how might our 32 receptors enable us to better embody our coaching practice? Handouts available. A more advanced webinar which assumes a working knowledge of NLP and a good understanding of coaching.
<b>Eye accessing cues</b> NLP content	1 hour, exploring this NLP 'theory' and how it might be useful in coaching. Handouts available
<b>Submodalities</b> NLP content	A handout in advance is useful for this webinar. An advanced exploration of VAKOG the 5 modalities

<b>Gestalt Coaching</b>	An introduction to the core concepts and theories of Gestalt Coaching. Links with NLP and other coaching methodologies / theories. A discussion of the relevance of Gestalt to all coaches and the need for specialist training when using a Gestalt approach.
<b>Beliefs – friend or foe</b>	What are the advantages and disadvantages of our beliefs – how do they support and limit us in our coaching practice. Some thoughts and suggestions for tools when supporting clients with limiting beliefs. No handouts needed.
<b>The LAZY coaching model</b>	The first few minutes of this recording are missing, but only the quick hello followed by the first breakout room discussion ‘what are the advantages of being a lazy coach?’ This webinar presents some core ingredients of achieving coaching mastery through being LAZY, signposting many different coaching approaches and core behaviours.
<b>Finite and Infinite Coaching</b>	<b>Is it all about the goal?</b> This webinar will introduce you to the work of James Carse and his book Finite and Infinite Games. A philosophical debate about coaching style (including yours) and plenty of opportunities to discuss the book’s principles in breakout rooms. This isn’t a webinar about tools and techniques, but instead your coaching philosophy ad purpose. Some great reflections at the end.
<b>Inquiry Based Coaching</b>	<b>Dr Stephen Duns</b> facilitates a wonderful discussion about the 4 ways of knowing, levels of learning and the synergy that is needed in coaching. How can we help coachees find recurring patterns that no longer serve them and make meaning? Why should we check out our assumptions as coaches? Handout available.
<b>Challenge in coaching &amp; Supervision</b>	What does challenge mean? How do coaches and supervisors challenge? What is the language of challenge, the feelings and outcomes? A professional discussion with three experienced coaches and supervisors – led by Katie, with contributions from Clare and Emma. Handouts available.
<b>Transference and Countertransference For Coaches &amp; Supervisors</b>	<b>Dr David Harvey</b> gives a brief overview of the theory of analytic approaches and specifically transference and countertransference – what this means and how we can use it in an accessible applied way in coaching and supervision to help others in their work relationships and contexts - drawing on the CAT model. 1 hour with David, followed by 30 minutes as a learning group for reflection.

	<p>David is a Consultant Clinical Psychologist and Cognitive Analytic Therapist. He has presented and published on topics of workforce development, leadership and system functioning. In his NHS role he is currently the Clinical Director of a commissioning hub supporting the transformation and integration agenda across health and social care.</p> <p>Further reading is available.</p>
<b>The 7 Steps of Effective Coaching</b>	Based on the book of the same name, find out more about this practical structure, including the ACHIEVE coaching model and a discussion of coaching maturity.
<b>Nancy Kline's Thinking Environment</b>	An introduction to the Thinking Environment™ approach from Nancy Kline's work, including her Incisive Questions™ and participant feedback after the practical exercise
<b>Is there a contribution that the coaching profession can make to the world?</b>	With Dr Stephen Duns
<b>The Chimp Paradox</b>	A model for managing your performance and choices with the Chimp, Human and Computer – a skill that requires practice. Learn how the model can better manage your coaching state (and completion of your qualification!) and support your clients to take care of their chimp and achieve results. An introduction with references for further reading and viewing.
<b>Sympathy, empathy or compassion?</b>	<p>What is the role of each in coaching?</p> <p>Links to other webinars include the Advice Trap, Advanced Listening Skills, the Drama Triangle and Contracting</p>
<b>Modelling</b>	<a href="#">Learning from the excellence of others</a>
<b>Credentialing</b>	Clare Smale, Bill Moore and Eva Ritchie will discuss their experiences of credentialing (accreditation) across these three professional bodies. Find out more about the different approaches and their pros and cons. The aim of this webinar is to simplify the options and give the benefit of our experiences. We don't advocate one approach above another and offer information rather than recommendation.
<b>The Complexities of the divides</b>	A deep dive into the multiple hats that you wear as a coach, especially if you are coaching internally. How does this impact upon contracting and power dynamics? A debate of ethical considerations and professional / robust approaches to contracting where relationships can be like a spider's web of connections.