

Five-day Intensive Professional Development Certificate in Evidence- based Executive Coaching

Facilitated by **Professor Anthony Grant** and **Dr Michael Cavanagh**, the founders of the Coaching Psychology Unit at School of Psychology, the University of Sydney.

Join us at **The George, Parkview Avenue, Christchurch** on 2nd - 6th November, 2020. Professor Grant teaches 2nd and 3rd and Dr Cavanagh teaches 5th and 6th. Please note that 4th is a self-directed peer coaching practice day. Attendance at all five days is required for the award of the Professional Development Certificate.

Our Approach

The framework for coaching used by the ICCP is a theoretically-grounded, but highly practical evidenced-based model. We strongly believe that the best preparation for effective coaching is a solid grounding in the principles of solution-focused-behavioural change and the supervised application of these principles in systematic coaching practice, both in the training situation and in the workplace. The frameworks, methodologies and coaching skills are the same as are taught in the MSc Coaching Psychology (Sydney).

Overview

Days One and Two:

Clarifying coaching; the Quality Conversations Framework and the Third Generation of Workplace Coaching; The Performance/Well-being Matrix and how to use it; the Seven Principles of Effective Coaching; Applying self-regulation to coaching practice. The Road-map of Change; Skills, Performance and Developmental coaching (Traps and pitfalls to avoid). The role of self-reflection and self-insight; The Four Phases of the Executive Coaching Engagement (and how to avoid problems in each); The Steps to Solutions Model; Solution-focused Coaching; The House of Change; Informal and Formal Models of Coaching; International Coaching Practice.

Day Three:

Structured peer-reviewed coaching practice using tools and models from Days One and Two. Delegates will work in groups of three, coach, coachee and observer, to practice their coaching skills in a structured supportive environment. The notes and reflective practice outputs from Day Three form the basis for Days Four and Five

Days Four and Five:

Recap learnings from Days One and Two. Debrief and reflective practice from Day Three (this is an extremely valuable part of the course, so please come fully prepared to engage in the learning discussions). Working with change; understanding and applying models of change in coaching; dealing with the “difficult” coachee; Mental health issues in coaching practice; when to, and how to refer to a mental health professional; Personality “disorders” in coaching client and how to deal with them; Understanding and working with complex adaptive systems.

Presenters

Anthony Grant

Dr Anthony M Grant is a Coaching Psychologist. He holds a BA (Hons) (first class honours) in Psychology, a Masters of Arts in Behavioural Science and a PhD. The title of his PhD thesis was "Towards a psychology of coaching: The impact of coaching on meta-cognition, mental health and goal attainment" and is one of few doctoral thesis that explicitly examine Coaching Psychology. He is both a practitioner and an academic.



Anthony left school at the age of fifteen with no qualifications, completed his training as a carpenter and ran his own contracting business. Embarking on a second career in direct sales and marketing, he began tertiary studies in 1993 as a mature age student and then commencing a third career in his 30's as a coaching psychologist.

In January 2000 Anthony established the world's first Coaching Psychology Unit at the School of Psychology at Sydney University where he is the director. The unit offers post-graduate degree programs to Master's level in Applied Science (Psychology of Coaching), the Master of Organisational Coaching and the Graduate Certificate in Applied Science (Applied Positive Psychology), and Anthony was instrumental in the development and introduction of these programs. His coaching research and practice has frequently been reported in the national and international media. He has co-written and co-edited five books on evidence-based coaching and has many coaching-related publications in the peer-reviewed and professional press. His books on coaching have been translated into eight languages, and his is widely recognised as a key pioneer of coaching psychology.

Michael Cavanagh

Michael Cavanagh is both a Coaching and Clinical Psychologist. He holds a BA (Hons – 1st class) in Psychology from the University of Sydney, and a PhD and Masters of Clinical Psychology from Macquarie University. His doctoral research explored the impact of cognitive and behavioural patterns on health-related anxiety.



Michael is currently the Deputy Director of the Coaching Psychology Unit at the University of Sydney, where he and his colleague, Anthony Grant, have developed the world's first degree programme in coaching. The Coaching Psychology Unit is considered to be a world leader in coaching psychology, and students regularly travel from Europe, the US, Asia and the Middle East to attend their degree courses and shorter professional development workshops.

A registered psychologist, Michael has 20 years experience in facilitating personal, group and organisational change. He has designing and facilitated training and personal development workshops in Australia, New Zealand and the UK. He has worked in a variety of public and private enterprises, both in Australia and internationally. He has coached a wide range of individuals, drawn from every level of management, and from a diverse range of organisations

Michael is well respected in the coaching community. He was twice elected National Convenor of the Australian Psychological Society Interest Group in Coaching Psychology – a body of the APS with over 650 members. He also holds the position of Co-ordinating Editor of the International Coaching Psychology Review - an international journal jointly published by the Australian and British Psychological Societies. Michael is the principle author of the Handbook of organisational coaching, the world's most comprehensive standard of coaching service provision, knowledge, competencies and training to date. It is also the first coaching standard to be created under an ISO aligned national standards body. Michael was also a key instigator of the Global Convention on Coaching - a forum created for bringing together a range of coaching bodies internationally to discuss the future of coaching and coach education. And was one also of 4 inaugural members of the international advisory panel for the Harnish Foundation Coaching research fund, a not for profit, New York based organisation founded to promote excellence in coaching worldwide.

Registration is open!

Register online at <https://www.psychology.org.nz/pd-events/nzps-events/>

IOP and CPSIG Members \$2,700, NZPsS Members \$2,800 and non-Members \$2,900 plus GST.

Bookings contact: liaison@psychology.org.nz

Booking Conditions – Cancellation & Refunds:

Cancellation up to 30 working days before event – refund less 20% administration fee. Less than 30 working days before event – no refund but named substitutes will be accepted if the Society is notified. The NZPsS reserves the right to cancel the conference, or a part of, with not less than 30 days notice days' notice, should there be insufficient registrations.