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Coaching and Mentoring

Coaching is a process for stimulating and challenging an individual to consider new perceptions and approaches to current issues and goals. There are many benefits to this type of activity, as it can help to create clear targets and focus. Coaching encourages independent thinking and can have a positive and lasting impact on personal confidence and performance. For these reasons, coaching has become one of the most powerful tools in encouraging individual and organisational change.

By contrast, mentoring is a process of passing on knowledge and skills by an experienced, but highly communicative and approachable individual, well respected for their position. However, it is still concerned with current issues and future aspirations. In mentoring, the solutions and directions come through individuals agreeing a way forward with their mentor in an environment that encourages challenging the current situation. It provides powerful short-term and long-term benefits, so that the individual being mentored can safely apply new approaches to important business issues. This creates clear gains for everyone concerned and is a highly enjoyable experience.

Combining first class customer service with our extensive experience, knowledge and trusted approach, THE Group can offer a range of coaching and mentoring courses and programmes:

- Individual Coaching Awareness Workshops, introducing delegates and organisations to the behaviours, concepts, knowledge and skills associated with coaching and/or mentoring
- The ILM Level 3 Award in Workplace Coaching for Team Leaders and First Line Managers aims to provide practising/potential team leaders and first line managers with the knowledge, skills and confidence to perform effectively as workplace coaches
- The ILM Level 3 Certificate for Professional Workplace Coaches aims to provide practising/potential team leaders and first line managers with the knowledge, skills and confidence to perform effectively as workplace coaches as part of their normal work role (or move into freelance workplace coaching)
- ILM Level 3 Qualifications in Workplace Mentoring have been developed specifically to boost the knowledge, skills and confidence of those with a mentoring role within the workplace or those wishing to take on such a role
- ILM Level 5 Certificate in Coaching and Mentoring in Management aims to provide practising managers or private business advisors/trainers etc with the knowledge, skills and confidence to perform effectively as professional coaches or mentors as part of their normal job role
- ILM Level 7 Certificate in Executive Coaching and Leadership Mentoring aims to provide practising senior leaders/managers/trainers with the highest standard of knowledge, skills and confidence to perform effectively as executive business coaches/mentors as an integral part of their normal working life