DIPLOMA IN COACHING

The programme for aspirant or current coaches wanting the credibility, knowledge and support to work confidently with clients.

Coaches catalyse change and improve performance, that’s why clients employ us and that’s the field we play on.

We win assignments with our promise that change will result and the Diploma in Coaching equips graduate Executive Coaches to do this.

Executive Coaching is a goal-directed activity that helps clients and their teams develop and improve.

This programme is for coaches who want to show they can work in complex organizational settings and that they have the knowledge, background and personal ability to activate change.

Becoming a coach is a process combining self-discovery and skills-building. Through this programme our team assists you to analyse and develop your own coaching offering as well as your versatility and confidence.

TIME REQUIREMENT

The Diploma in Coaching involves around 160 hours of work, over 6 months. It includes 7 days of full time contact, coursework, assignments, coaching and online components which are designed to be suitable for working professionals.

IS IT RIGHT FOR ME?

The Multiplex team works very hard to make the learning experience a great one for students and this commitment begins now. Contact us on advisor@multiplexcoach.com and we will answer any questions you may have. We can even meet you on skype and discuss if the programme is right and can benefit you.
THE MULTIPLEX APPROACH

The course-work takes student-coaches through a learning framework including complexity; leadership approaches; psychology; organisational development, learning models and neuroscience. These threads of knowledge are woven together within the context of professional standards and values supported by the European Mentoring and Coaching Council (EMCC). Our approach builds on three key principles:

1. We guide clients to make a path through the complexity their clients face
2. The key to change lies in defining the question, understanding the field and creating new practices & rituals
3. Coaches are systemic performance engineers - we’re accountable for results!

A guiding principle is that our coaches need more than sound business insight or the capacity to listen well. They need to be masters of the learning process and to be convincing and creative in finding ways to lead and support their clients.

Our aim is to support students through each step of the programme. Student-coaches work with a programme coordinator whose role is to provide support and assistance if they should encounter difficulties while studying with us.

Coaching practice and supervision is at the core of the diploma.

BY THE END OF THE DIPLOMA GRADUATING STUDENTS WILL…

- Have engaged in a six-month experience of personal reflection enhancing self-awareness and development.
- Be proficient in the Multiplex systemic performance coaching model.
- Be knowledgeable and skilled in all areas required by the EMCC for Practitioner level accreditation.
- Have developed the coaching competencies required by Multiplex and the EMCC.
- Have gained experience as student-coach and as client through a managed process.
- Have expanded their knowledge through a guided research and reading programme.
WHAT IS THE EMCC?

The EMCC is the international coach accreditation body that Multiplex aligns with.

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“Executive Coaching is an emerging profession just like medicine was a few hundred years ago. Our aim is support the development of professional coaches through knowledge, skills and accreditation”

James Ashton – Multiplex

WHAT LEVEL OF EMCC ACCREDITATION WILL I RECEIVE?

As soon as the Diploma in Coaching is accredited, graduating students will receive the EMCC European Quality Award (EQA) on application.

The EMCC recognises four award levels: Foundation, Practitioner, Senior Practitioner and Master Practitioner. The Diploma in Coaching is equivalent to the Practitioner award level. Successful completion of a Practitioner level award with any coaching institute does not automatically accredit you with the EMCC European Individual Accreditation (EIA) qualification.

Since Multiplex will soon become an EMCC EQA Provider, coach training done through us, will lead to much simpler and less costly accreditation through the EIA v2 application process. Please visit the EMCC website for more details.

www.emccouncil.org

IS MULTIPLEX COMENSA ALIGNED?

Coaches and Mentors of South Africa (COMENSA) is an inclusive professional association for individual and corporate providers of coaching services and Multiplex has received full membership.

On the free Business Booster Programme we work with coaches to create a personalized business strategy for marketing and selling their professional services.

PROGRAMME STRUCTURE

MODULE ONE - PREPARATION MODULE

This module comprises pre-course preparation. In this phase we will carry out a learning readiness interview with you, and a number of personality assessments which will help you understand your personal profile better.

MODULE TWO - FOUNDATIONS OF COACHING IN THE MULTIPLEX

3 DAY GROUP WORK
Malta - 30th April, 1st & 2nd May 2015
Cape Town - Contact us for the next available date of our Diploma in Cape Town.
Johannesburg - 11, 12, 13th March 2015

Focuses on the multiplex coaching model, self-awareness and self-development, learning models, active listening and feedback, assessment and profiling and coaching through competencies.

MODULE THREE - APPROACHES AND METHODS

3 DAY GROUP WORK
Malta - 2nd, 3rd, 4th July 2015
Cape Town - Contact us for the next available date of our Diploma in Cape Town.
Johannesburg - 14, 15, 16th May 2015

A focus on coaching through complexity, values, personal ethics, and the EMCC code of ethics, leadership and executive maturity, coaching and neuroscience and alternative coaching approaches.

EVALUATION DAY

PRESENTATIONS, PERSONAL EVALUATIONS AND FEEDBACK
**MODULE ONE**
**PREPARATION MODULE**
- Pre-course preparation
- Learning Readiness Interview
- Personality profiling
- Feedback session & Personal development Plan

**BRIDGE #1**
- Induction on the online Multiplex Learning Platform
- Completion of a Personal Development Plan

**MODULE TWO**
**FOUNDATIONS OF COACHING IN THE MULTIPLEX**
- The multiplex coaching model
- Self-awareness and self-development
- Learning models
- Active listening and feedback
- Assessment and profiling
- Coaching through competencies

**BRIDGE #2**
- Online learning unit (OLU): Managing a coaching contract
- Coaching buddy assignments
- Reflective written assignments
- Supervision

**MODULE THREE**
**APPROACHES AND METHODS**
- Coaching through complexity
- Values, personal ethics, and the EMCC code of ethics
- Leadership and executive maturity
- Coaching and neuroscience
- Alternative coaching approaches

**BRIDGE #3**
- (OLU) Values, careers out of focus and additional coaching tools and skills
- Coaching client assignments
- Reflective written assignments
- Supervision

**EVALUATION DAY**
Presentations of coaching practice
MULTIPLY’S DIPLOMA IN COACHING TEAM

JAMES ASHTON

James is the lead facilitator of the Diploma programme, he’s had lots of experience firstly in people development, then as the COO of a bank and for the past seventeen years as co-founder and leader of Omnicor, a people development consulting firm.

He coaches people around the world and has around 3000 hours in-session coaching time. The stories of his experiences provide a rich source of reflection during the diploma coursework.

In 2012 he and Cathy moved to Europe and launched the forerunner of Multiplex to focus on the development of coaching as a primary way of creating and supporting personal and organisational change. He has a master’s degree in Organisational Psychology, is an author and the developer of a range of competency-based assessment instruments.

CATHY ASHTON

Cathy leads Multiplex’s activities in Africa and she’s writing the book Powering performance through competencies. It’s to be a practitioner’s handbook for the use of competencies in identifying, developing and managing talented people in all types of jobs. She co-founded Omnicor and now, Multiplex and is a uniquely engaging, clever and warm organisation development expert. Her expertise in coaching is broad but she has interesting ideas (and success) on issues of coaching women around career development.

Cathy has a master’s degree in History of Art and an Honours degree in Psychology. She’s a registered Psychometrist in Independent Practice as well as being an established coach, speaker and entrepreneur and an artist to boot!

JUSTIN AZZOPARDI

Justin is a partner at Multiplex and is responsible for the content and delivery of all of processes run by the company - he’s an essential part of the Diploma in Coaching team.

Before joining Multiplex, he worked as an Asylum Investigator working with asylum seekers applying for international protection in Malta. He played this role for years before moving into the Multiplex team. Justin is an experienced trainer and facilitator, having worked for a European Commission Agency providing training workshops internationally.

He is a psychologist under supervision and holds a master’s degree in Organisational Psychology from the University of Leicester, in addition Justin is completing a four-year diploma in gestalt psychotherapy. His field of special interest is motivation, how organisations and individuals can use motivational approaches to improve performance and satisfaction.
IS THERE SUPPORT ONCE THE DIPLOMA IS COMPLETED?

The Multiplex team is invested in helping student-coaches meet and make their personal objectives real. People do this programme for various reasons and to help them achieve their goals we provide the following support:

BUSINESS BOOSTER PROGRAMME

This additional online training programme is provided free of charge to all graduates of the Diploma in Coaching. Please email us for more information about the business booster programme on: advisor@multiplexcoach.com

SUPERVISION

A requirement of professional practice is that coaches should commit to a process of personal supervision in which they bring challenges they face to a supervisor. Multiplex offers supervision for groups or individuals. One of the benefits of Multiplex providing this supervision is that coaches remain connected to their colleagues through regular contact (supervision is provided for an additional fee).

CONTRACTED WORK

Multiplex occasionally contracts alumni to deliver work on its behalf. This is arranged on a case-by-case basis and if, or when it occurs it provides interesting opportunities for coaches to remain connected.

WHAT IS THE COST OF THE PROGRAMME?

The Diploma in Coaching is R38,000 or €2,690 (excl VAT).

We have priced the diploma course substantially below the pricing of equivalent qualification programmes firstly, because the programme is new and it serves as an introductory price; secondly because the programme is due to become fully accredited with the EMCC between December 2014 and March 2015.

WHAT PAYMENT TERMS ARE THERE?

Payment can be made through PayPal or by electronic funds transfer either to a South African or a Maltese bank. Arrangements may be made to pay in instalments before commencement of the programme.

COMPARISON CHART

<table>
<thead>
<tr>
<th>TRAINING INSTITUTE</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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</thead>
<tbody>
<tr>
<td>ONSITE COMMITMENT</td>
<td>8 full days</td>
<td>6 full days</td>
<td>9 full days</td>
<td>3 full days</td>
</tr>
<tr>
<td>DURATION</td>
<td>6 months, approx. 90 hrs.</td>
<td>3 months, hours not specified</td>
<td>9 months, hours not specified</td>
<td>6 months, 130 hours</td>
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<tr>
<td>DOES IT LEAD TOWARDS ACCREDITATION</td>
<td>Yes ICF</td>
<td>No</td>
<td>Yes EMCC</td>
<td>Yes EMCC</td>
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<tr>
<td>PRICE</td>
<td>R48,000</td>
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</table>

(all prices shown exclude VAT)
CANCELLATION POLICY

1. Registration for a course ends one week prior to the commencement of the course. On receipt of duly completed registration form, an invoice will be raised for payment.

2. Fees indicated are inclusive of course material, stationery, course certificate, venue lunch and coffee breaks. Fees are exclusive of personal accommodation. All fees are VAT exclusive and must be paid in full no later than one week to the commencement of the course. No participant will be admitted to a course without having paid fees in full.

3. Where a course is under-subscribed, we reserve the right to re-schedule or cancel the course. Where a course is re-scheduled, registered participants will have their registration automatically transferred to the new course date. If the new date is inconvenient for a registered and paid up participant, a full refund of the course fee will be made. A full refund will also apply when a course is cancelled.

4. Any registered participant who withdraws four or more weeks in advance of a course will receive a full refund. Withdrawals between four and one week before will receive a 50% refund. Any withdrawals within seven days of a course are not refundable and participants will be liable for the course fee in full.

5. Early Bird Discount: Full payments made four weeks or earlier to the commencement attract a 5% discount.

6. Any organisation registering four or more persons on a particular course will attract a 10% discount on all participant delegates’ fees.

7. Joining instructions including venue location are sent prior to commencement of the course.

8. All delegates are provided with materials and handouts. Please note that all materials are copyrighted and may not be reproduced without consent.

9. Although details are correct going to print, we reserve the right to make changes to the training calendar.