

Mentoring and Coaching at the London Centre for Leadership in Learning

Developing you and your organisation

Why come to us?

The London Centre for Leadership in Learning (LCLL) is committed to offering you the services and resources that will meet your individual and organisational needs.

It aims to provide these where and how you want them at a time that is right for you.



The London Centre for Leadership in Learning

20 Bedford Way

London

WC1H 0AL

www.ioe.ac.uk/lcll

londoncentre@ioe.ac.uk

MENTORING AND COACHING



We offer

- Highly skilled mentoring and coaching consultants, with a wealth of experience and from a variety of backgrounds in the public and private sector
- A secure environment in which to be coached/mentored or to develop the knowledge and skills to apply mentoring and coaching yourself and make this work at a professional/organisational level
- In depth knowledge/research data on coaching and mentoring, the ability to support you in evaluating and researching mentoring coaching and its relationship with other functions/systems within your organisation/network
- Access to breadth of resources available through the IoE
- Opportunities to accredit learning.

Benefits of mentoring and coaching

Mentoring and coaching are powerful developmental relationships that enable people to become more aware of their context and of themselves, to get in touch with their own resources and potential and to think more broadly about actively applying this to create the best outcome for themselves and for others

Benefits of mentoring and coaching are considerable as underlined by their growing uptake not only in this country but worldwide. These include:

- Fuller use of people's talents and potential
- Higher organisational performance and productivity
- Increased creativity, learning and knowledge management
- Raised motivation.



In our view, mentoring and coaching offers

- Space and time away from a busy world to reflect and work things through
- A relationship based on mutual respect and trust, where expectations, purpose and commitment are clear and agreed
- An opportunity for personal growth and support in goal achievement.

Our philosophy

At LCLL, our service to you is influenced by the following beliefs:

- To be a good mentor/coach you need to understand the assumptions and principles on which practice is based. If this is done, models and ways of working can be applied in an informed, thoughtful and flexible way according to the needs of the individual client and the context in which the learning relationship takes place
- The best way to learn is through active involvement – our courses always incorporate a combination of knowledge, practice and feedback
- Effective mentoring/coach practice is not learned in a single event or course, but over time. It needs to be supported through continuing professional development, supervision and the opportunity to learn with and through other people, via emerging and sustaining coaching/mentoring communities, networks and infrastructures.

COURSES

Making sense of mentoring and coaching and making them work in your organisation (1 day)

Participants will:

- gain a deeper understanding of mentoring and coaching
- improve their understanding of the concepts and key skills involved
- practise mentoring/coaching; and explore its potential to enhance learning at all organisational levels.

Mentoring – Coaching course (2, 3 or 4 day option)

Participants will:

- explore the potential of mentoring and coaching to enhance organisational learning
- gain a secure grasp of mentoring coaching and its different stages
- identify the crucial skills and intelligences of the effective mentor/coach
- practise these skills and intelligences, particularly those involving relating to, listening to and questioning clients
- reflect on their strengths as mentor/coach and identify priority areas for improvement (3rd day)
- make and critique a DVD or video recording of themselves mentoring/coaching a colleague (4th day)
- construct an action plan for developing leading through mentoring/coaching in their own school (4th day)
- have the opportunity to obtain accreditation of learning (30 credits) by completing the 4 day course (*Further details provided on request*).

MA module – Mentoring and coaching: theory into practice

Participants will:

- understand the concepts and development of mentoring and coaching
- consider some of the philosophical, psychological and socio-psychological underpinnings of mentoring and coaching
- evaluate and apply a range of mentoring/coaching models and approaches.

Mentoring and coaching supervision course (2 day)

Includes:

- approaches to coaching supervision (cognitive, person-centred, and integrative)
- skills of coaching supervision including reflective and reflexive practice and feedback
- integrating mentoring and coaching supervision in your practice/organisation.

SERVICES



Bespoke courses

We deliver programmes and support geared to meet your learning needs and circumstances and/or those of your team, action group, department, organisation or service. This input can focus purely on developing your coaching capacity or be linked with other organisational and network development initiatives, for example, performance management or developing new staff. Delivery can be in your work context, at the Institute of Education or at a venue of your choice.

1-2-1 and/or group mentoring, coaching and coaching supervision

We also offer mentoring, coaching and supervision services led by a select group of highly experienced mentor/coaches. Our service offers personalised mentoring or coaching supervision for individuals, teams and whole organisations.

Mentoring and coaching network

The network meets on a regular basis with the aim of bringing together people who are involved in mentoring and coaching so that we can:

- enhance professional learning/development around coaching/mentoring practice
- constructively examine and support our practice through supervision
- develop ideas on service development and working relationships.

See back page for joining instructions.

Quality assurance for mentoring and coaching activities

- essential for all individuals/teams responsible for the delivery of mentoring and coaching
- guidance on setting up mentoring coaching provision and enhancing the coaching culture within or across organisations
- evaluation of programmes/services
- benchmarking against standards, e.g. National Framework for Mentoring and Coaching (CUREE), European Mentoring and Coaching Council (EMCC) and International Coach Federation (ICF).

'Have found this really helpful, particularly enjoyed the opportunity to think through and discuss some issues'

Mary Flynn, Specialist Masters Programme Manager, Cass Business School

'Excellent programme leaders with in-depth understanding of the process'

Richard Woodfin, Headteacher, Roehampton Church School

'So thorough and packed with practical ideas'

Andrew Warner, Deputy headteacher, St. Martin-in-the-Fields High School

'The course was very thought provoking. I learned a lot about myself and also what I do well as a manager of people and where I need to improve. It certainly broadened my vision with regard to staff management and development.'

Elizabeth Owens

The London Centre for Leadership in Learning, Faculty of Policy and Society

We are an international centre of educational excellence and part of the world renowned Institute of Education, University of London.

We work in partnership with education practitioners and with policymakers, nationally and internationally at the critical edge of research and practice.

We offer research, qualifications, professional development opportunities and consultancy with a particular focus on leadership and learning. Our international reputation is undisputed for the quality and depth and breadth of our research and leadership education.

Joining our dynamic learning community offers you the opportunity to develop and use new knowledge about the relationship between leading and learning. Membership of LCLL means you are also a member of innovative networks that are advancing theory and practice.

To join the network, for more information or to arrange an informal discussion with our Director of Coaching and Organisational Development, Julia Foster-Turner, please contact:

The Mentoring-Coaching Course Administrator
The London Centre for Leadership in Learning
Institute of Education
20 Bedford Way
London
WC1H 0AL

Tel: +44 (0)20 7612 6412

Email: lcllc@ioe.ac.uk

Working with you at the critical edge of research and practice

www.ioe.ac.uk/lcll

londoncentre@ioe.ac.uk