

HDN are partnering with Whole Spectrum to offer this programme for our board and staff mentors as we want to offer a recognised coaching and mentoring qualification that is tailored towards inclusion and diversity.

Whole Spectrum have a long track record of delivering coaching and mentoring qualifications within the social housing sector.

We are delighted to be in working in partnership to deliver this and excited about offering this programme to our network.

Course Information

The CMI Level 5 Award in Management Coaching and Mentoring is designed to support managers to develop management coaching and mentoring skills and to identify meaningful links between coaching, mentoring and the achievement of business goals. It provides a thorough grounding in the theory and practice of coaching and mentoring. It is also suitable for anyone wishing to develop these skills whilst working independently as a coach, consultant or facilitator. We teach this qualification in a business-oriented way, ensuring participants learn from first-hand coaching experience, as well as through taught material and written assignments. We include a level of required coaching practice and reflective review so that the Award is made up of three different elements:

- Attendance at six workshop sessions
- 10 hours supervised coaching and mentoring practice
- A 3000 - 3500 word written assignment from a choice of six units
- A 1000 - 1500 word reflective review and a personal development plan (PDP)

Level 5 covers practical skills and competencies that are rated in academic terms as being comparable to Foundation Degrees and Higher National Diplomas (HND). There is an expectation that participants will have the required academic and intellectual capabilities to write assignments at these levels.

Supervision

The Association of Coaching (AoC) recommends that coaches receive one hour of supervision for every 30 hours coaching. We know that trainees benefit from a greater level of supervision. Therefore, group and individual phone supervision are included within the programme.

Assignment Support

We offer flexible, 1-2-1 assignment support throughout the course. Most people appreciate this approach and find that checking in 'little and often' is the most helpful way to get assignments done!



Course Tutors

Georgia Parker

- **Founder of Whole Spectrum**
- **My core values: empathy, reliability and vision**
- **Clients find me: inspiring, practical, creative, supportive and skillful**
- **Favourite pastime: upcycling old furniture**

I set up Whole Spectrum, a collaborative network of like-minded professionals, to create opportunities for me to do what love: helping others find their strengths and unique qualities to lead, work and live in a values-guided way. Whole Spectrum is a manifestation of this work for me both personally and professionally.

Running a coaching and training business for 15 years, I have successfully delivered wide-ranging development programmes at board-level and with senior leaders, middle managers and front-line teams. I have a proven track record in helping transform culture and business practices, delivering improved performance and tangible results. I enable leaders from diverse sectors to find their authentic self and work in ways that are genuine for them, drawing on their strengths, values and purpose to maximise professional effectiveness and personal contentment. I am skilled at creating team cohesion, connection and alignment with improved ways of working, communication and decision-making.

I am qualified in adult education, executive, leadership and management coaching and mentoring, coach supervision, Transactional Analysis, NLP, hypnotherapy and I am an accredited meditation teacher. I have trained around 200 workplace and external coaches up to post-graduate level.

I share my Manchester home with two cats and two lodgers from South Korea and Northern Ireland. The latter look after the former whilst I'm working away or spending time at my log cabin retreat in Wales. I seek to create a lifestyle that brings alignment of body, mind, heart and spirit, enabling me to bring my best to clients and colleague. I enjoy gardening, cooking and being in nature to relax.

Chris Wood

- **Educator, social researcher, evaluator and writer**
- **My core values: clarity, creativity and vision**
- **Clients find me: insightful, thought-provoking and fair**
- **Favourite pastime: Lakes and mountains and reading F Scott Fitzgerald**

I'm an experienced and versatile consultant, trainer, social researcher and writer with over 20 years working in education, local government and the civil service. At the start of my career, I enjoyed a decade working in schools as an English teacher, department head and senior leader. In charge of continuing professional development, I oversaw performance management, in-service training, induction, and mentoring for newly qualified and trainee teachers.

As a local authority improvement adviser, I helped raise academic standards across 65 schools; coaching leaders and staff, developing training packages, and running seminars, conferences and workshops. I was also a quality mark assessor for the Basic Skills Agency, working tirelessly to champion improvements to literacy and numeracy skills.

As one of Her Majesty's Inspectors, I mentored leaders in struggling schools to bring about sustained transformation to provision and outcomes. Specialist adviser to the Chief Inspector, I was responsible for drafting insight briefings and advice notes to the Secretary for State. I led multidisciplinary research and evaluation teams, contributed to leading think tanks and collaborated with the NHS and CQC on major surveys. I also authored several influential reports, presented at national and international conferences, and contributed evidence to parliamentary inquiries.

I now work as a freelance consultant, supporting leaders to develop and implement improvement strategies and produce high quality research and insight. Recent projects include evaluation reports for housing associations, charities, universities and museums. I have a PHD in training and development and a master's degree in management studies.

I have a passion for all things Italian and love a great espresso. Living on the south coast, I enjoy kite surfing, reading, going to gigs and amateur dramatics. I'm married with two teenage children.



Programme Timetable

Date	Activity
Month 1	<p align="center">Workshop 1 Launch and Induction Session</p>
Month 2	<p align="center">Workshop 1 Coaching and Mentoring 'Basics'</p>
Month 3	<p align="center">Workshop 2 The Coaching and Mentoring Cycle</p>
Month 4	<p align="center">Workshop 3 Professionalism and Ethics</p>
Month 5	<p align="center">Workshop 4 Relationships and styles</p>
Month 6	<p align="center">Workshop 5 Supervision and working with values</p>
Month 12	<p align="center">Submit assignment, reflective review and PDP</p>

Costs and payment

The cost for the Level 5 Award is £1950 plus VAT which includes CMI registration, administration fees and all materials. We are happy to agree a payment plan with you should this assist you in attending.

