



Clutterbuck  
Associates

## **ADVANCED TECHNIQUES OF COACHING & MENTORING**

### **Masterclass with Professor David Clutterbuck**

**Duration:** 1-day

**Delegate numbers:** 16 maximum

**Cost per delegate:** £695 plus VAT

**Venue:** Clutterbuck Associates, Grenville Court, Britwell Road, Burnham, Bucks, SL1 8DF, UK.

**Date and time:** Thursday 26<sup>th</sup> July 2007 between 09.30 and 16.30

#### **Masterclass overview:**

The experienced coach/mentor rapidly becomes aware of the limitations of basic skills in these powerful developmental roles. The remedy is twofold. First, review one's own practice. Second, absorb new approaches. The outcome: you develop a wider and more effective portfolio of responses to different needs.

In this fast-paced masterclass, David Clutterbuck will help you explore practical processes for improving the way you coach/mentor.

#### **Who is this suitable for?**

- Experienced coaches/mentors who are keen to develop their existing portfolio of coaching/mentoring skills.
- HR professionals who have a working knowledge of coaching/mentoring and wish to explore the use of techniques in more depth with their coaches/mentors.
- In-house trainers who wish to expand their repertoire of coaching/mentoring techniques.

#### **How does the masterclass work?**

The starting point for the masterclass is the existing experience of the participants. What works for them already?

Next, the masterclass explores the importance of having a wide portfolio of techniques and presents guidelines for acquiring and experimenting with them. Delegates review their own practice and discuss occasions, when they have struggled to find the right approach. Based on these experiences, the masterclass focuses on techniques relevant to those situations.

Typically, each masterclass presents around 15-20 techniques and provides an opportunity to practice a proportion of these. Typical topics include:

- Creating rapid rapport
- Helping people to access their values
- Advanced questioning and listening processes
- Helping people set realistic goals and priorities
- Exploring diversity issues
- Creating and using MDQs (Massively Difficult Questions)



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As well as the slides to accompany the masterclass, delegates will also receive a copy of the book "*Techniques for Coaching and Mentoring*" by David Clutterbuck and David Megginson.

**Delegate learning outcomes:**

- A stronger sense of confidence in their competence as a coach/mentor and in their ability to respond to learner needs
- A more substantial toolbox of approaches
- Clarity about how and when to experiment with innovative approaches
- Deeper understanding of how knowledge from other helping disciplines can enrich coaching/mentoring practice.

**About Professor David Clutterbuck**

David Clutterbuck is one of the world's leading authorities on coaching and mentoring. Visiting professor in the mentoring and coaching faculties of both Sheffield Hallam and Oxford Brookes Universities, he is the author or co-author of 12 books in the field and hundreds of articles. He is chair of both the UK and European research committees of the European Mentoring and Coaching Council. He has advised hundreds of companies and tens of thousands of employees on coaching and mentoring good practice.

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