



Clutterbuck
Associates

ADVANCED TECHNIQUES OF COACHING & MENTORING

Masterclass with Professor David Clutterbuck

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 and interactive Masterclass, David Clutterbuck will help you explore practical processes for improving the way you coach/mentor.

How does the masterclass work?

The starting point for the masterclass is the existing experience of the participants.

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)

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.

Cost: **£695 plus VAT**

Date: **11 July 2008**

Location: **Central London pending final delegate numbers**

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