



BPP



Grant Thornton

Coaching Professional Level 5

Agenda

- Introducing BPP and Grant Thornton
- Delivery method
- Programme overview
- Study time
- End Point Assessment (EPA)
- Enrolment
- Q&A



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Introducing BPP



BPP's primary objective is to **build careers through education**



Founded more than **40 years ago**, we specialise in a number of areas, including financial services, accountancy, law, management and technology



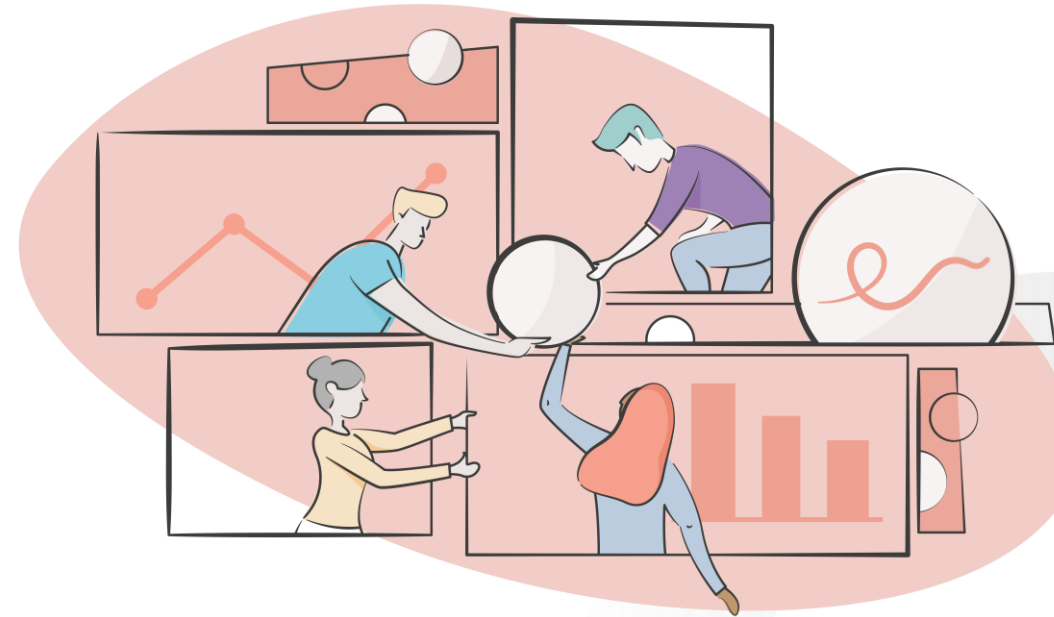
We work with **6 of the 9 major banks**, and **8 out of 10** top professional services firms



Ranked **6th in the league table of top 50 training** providers in the RateMyApprenticeships awards 2020/2021, as **voted for by UK apprentices**



Over 25,000 professionals trust us with their development each year



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About Grant Thornton

Our Firm

- One of the world's leading organisations of independent advisory, tax and audit firms.
- Committed to developing the skills and knowledge critical for future productivity and sustainable growth

Apprenticeships Footprint

- Over 800 apprentices across the Firm
- Ranked 12th on the Top 100 UK Apprenticeship Employers list
- Proud member of the 5% club
- Supported over 2,000 organisations with their Talent agenda
- Winners of the 2019 Managing Partner Forum Award for “Most Innovative Client Service” for our work on apprenticeships

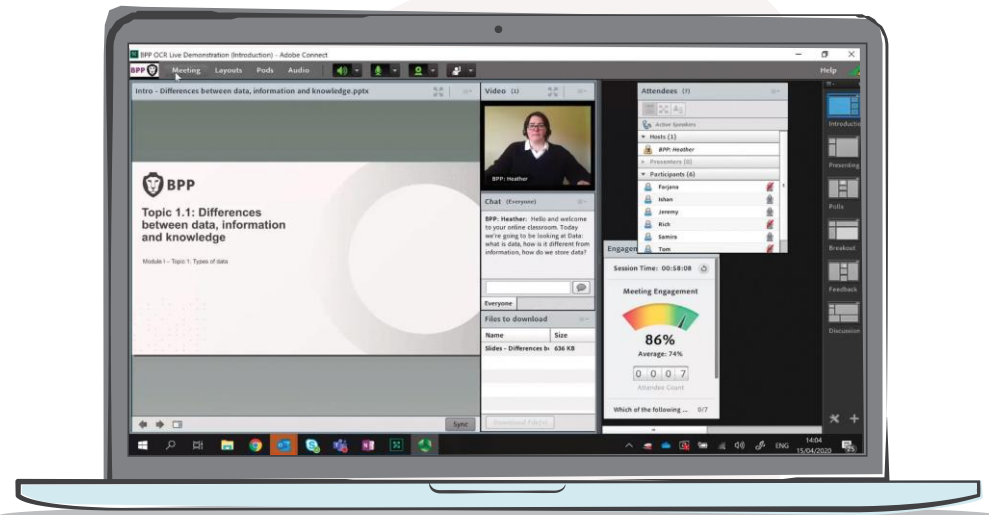
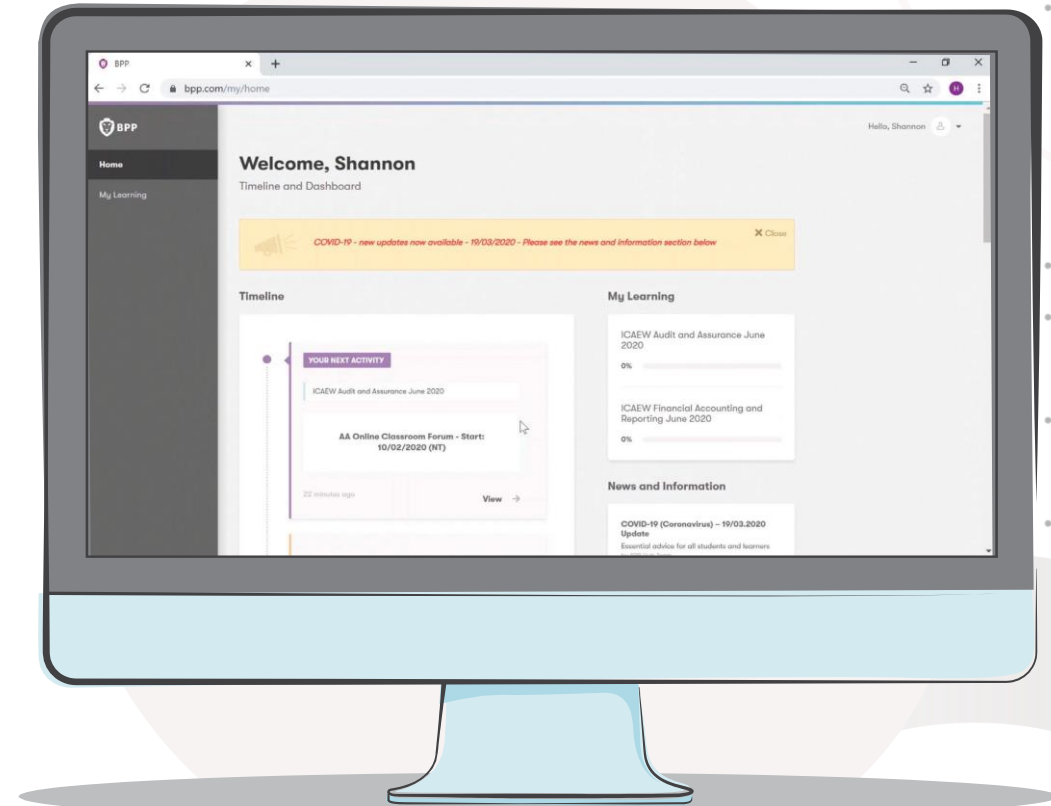
Coaching Expertise

- Chair of the Coaching Professional trailblazing group
- Own EMCC accredited coach development programme
- Represented at the most influential levels in the coaching industry in the UK
- Real life experience of successful delivery of in-house and client consulting projects

Training Delivery

BPP deliver this programme 100% online through our market-leading **Hub** experience. This virtual learning environment is the central platform for all users to create an account, apply for a course, prepare for their course and undertake all their learning.

The Hub offers 24/7 access to resources including timetables, key dates, learning materials and provide updates and announcements. An app is available to work offline and on the move.



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Who is this programme for?

- Individuals who want to start their coaching journey
- Leaders and People Managers, to further develop their coaching understanding and expertise and
- Individuals who have the opportunity to coach 5 people across 12 months (min 50 hours)

FinancialController
L&DStrategicBusinessPartnerLead
L&DManager TeamLeader
HeadofVolumeDelivery&HRServices
WellbeingManager
SeniorManagerTalentManagement
L&DFacilitator Development
NationalRepTrainingManager
TechnicalOverseer PeoplePartner
Talent&SkillsPartner
L&DConsultant LeadIQA
SeniorTradingManager SAPTrainer HeadofL&D
WordItOut

Structure

Week 49-52

Reflection / evaluation of coaching and EPA preparation

Week 46 – workshop 3 (2 days)

Your coaching philosophy

Weeks 34- 44

- Neuro-linguistic Programming
- Coaching models: Gestalt
- Coaching models: Cognitive behavioural coaching
- Coaching models: Kline's thinking environment
- Creative coaching techniques
- Evaluation and ROI

Week 32 – workshop 2 (2 days)



Principles of coaching

Weeks 1-10

- Defining coaching
- How we learn
- Our emotional intelligence and preferences
- Organisational culture, values and behaviour
- Legislation and codes of ethics

Coaching & Supervision

Developing client capability

Weeks 24-30

- Goal setting
- Effective feedback
- Coaching models: Co-active coaching
- Coaching models: Solutions focused coaching

12 Months (plus EPA)

Building your coaching toolkit

Weeks 11-20

- Contracting for success
- Effective communication
- Relationship / Rapport building
- Non-directive challenge
- Introducing coaching models: GROW

Week 21 – workshop 1 (2 days)

Week 22
Coaching clients established
Coaching relationships continue until week 52



Study Time

- Participants will need to prepare and spend one hour approximately every six weeks with a BPP Coach Mentor, typically via telephone or video conference.
- They will also need to spend two hours per week on average attending workshops / webinars or reviewing online content and carrying out the assigned tasks for each module.
- During the week, participants would typically spend six hours a week putting their new learning into practice through activities such as one to one coaching, feedback from their manager, attending internal training relevant to the programme.



Examples of 20% Development Time

- Internal Training
- Webinars
- E-learning from The Hub
- General learning from day to day activities
- Reading journals, articles on the intranet etc.
- Projects
- Research
- Mentoring
- Meetings
- Shadowing
- Professional Networks
- Events
- Industry / Wider department visits
- One to one tutorials / coaching
- Peer discussions
- Preparation for exams / Assessments
- Revision
- Assignments

End Point Assessment

1. Observation

- Two 1 hour sessions with different individuals plus Q&A

2. Knowledge test

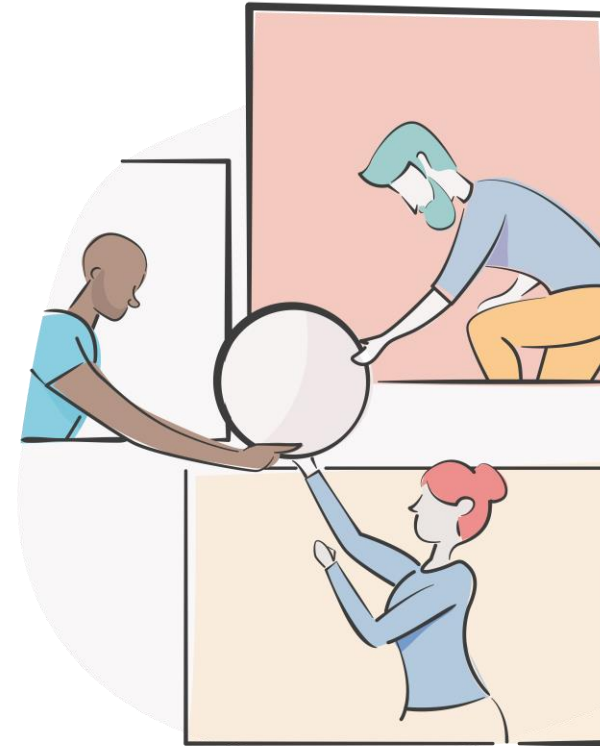
- 90min multiple choice test

3. Portfolio based Interview

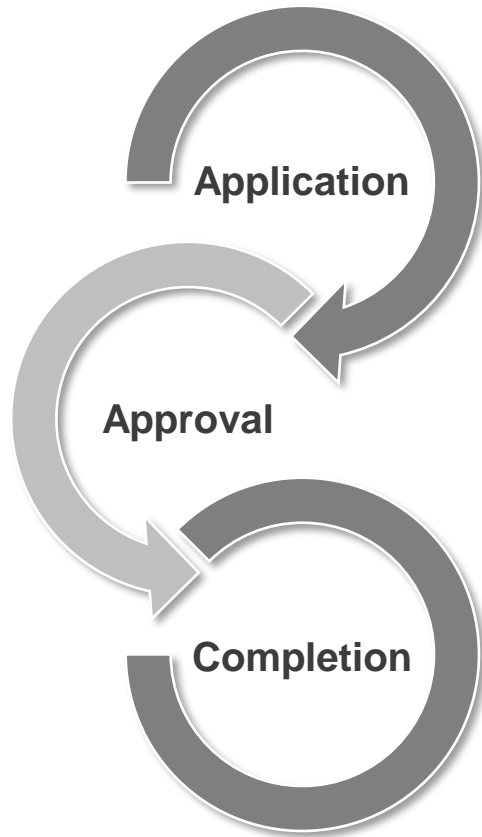
- 60 min interview

Completion grades: Fail · Pass · Distinction

Upon successful completion, participants may apply for accreditation from the European Mentoring and Coaching Council (EMCC) or The Association for Coaching, and membership from the International Coaching Federation



Enrolment / onboarding



1. Initial Application

Answers eligibility criteria , enters personal details & company details, submits initial application

2. Line Manager Approval

- Confirms job role suitability and completes documents (Job Role Analysis & Application pack)

3. Learner submits full application

- Apprentice completes documents with signatures and submits

