

Accredited Internal Coaching Programme – CMI Level 5 qualification in coaching and mentoring.

B&CE

Noble Learning with Sue Noble as lead trainer, was commissioned to deliver an Accredited Internal Coaching Programme (AICP) for B&CE, a fast growing Pension Provider. Their aim and purpose was to invest in embedding a coaching culture.

Twelve committed individuals were taken through a rigorous qualification training programme with the intention of developing a further twelve coaches the following year.

Various marketing campaigns promoted internal coaching including a professionally produced video which interviewed key coaching ambassadors and leaders within the organisation to express the purpose and benefits of coaching.

The first cohort of 12 made an enthusiastic start and were taken outside of their comfort zone in terms of experiential learning and a deep dive into theories and techniques which challenged their thinking of the traditional concept of coaching. The training was rigorous, structured and thought-provoking. Learners were supported throughout the programme with group coaching supervision followed with individual coaching supervision. This further enhanced the learner's confidence and understanding within their role as internal coaches.

Those who completed the programme all successfully achieved their CMI Level 5 qualification in coaching and mentoring and continue to support people within the organisation in providing professional, confidential and supported coaching sessions.

The organisation has been through some challenges and changes since this programme started in 2019, however, the internal coach network remains as strong as ever. The internal coaches meet up regularly to support and coach each other and continue to promote coaching within the organisation. The internal coaches are all keen to continue with their coaching supervision as confirmation of their continual professional development.

Mike Hall who at the time was OD Specialist and lead for this programme shared this testimonial

Sue was selected to deliver an accredited internal coaching programme. We chose Sue based on a combination of skills, professionalism and competitiveness. We were not disappointed on any level. Despite the challenges of unexpected and disruptive changes to the organisation, Sue remained a thoroughly professional, adaptable and flexible role model for the coaching programme. I wouldn't hesitate to recommend her to anyone else who is considering enhancing coaching practice within their company.