



## **ICF ACCREDITED PROFESSIONAL BUSINESS COACHING TRAINING PROGRAM "LEADER AS A COACH"**



**THIS PROGRAM IS DESIGNET FOR CEOs, MANAGERS AND HR SPECIALISTS**

### **"LEADER AS A COACH" OFFERS:**

- principal coaching skills to manage people;
- practical methods to increase employees' performance;
- new methods of non-material incentives for employees;
- instruments for fast and effective employees training and development;
- knowledge and motivation to change management culture in organizations;
- stimulus to make real changes in life and career;
- international certificate.

### **THE BASIC ADVANTAGES OF THE PROGRAM:**

- **ICF ACCREDITATION.** At present Baltic Coaching Centre Program "LEADER AS A COACH" is the only, in the former SU, local educational program, which got the international accreditation from International Coach Federation (ICF) – the leader in the world of professional coaches associations.
- **EXPERIENCED TRAINERS – SUCCESSFUL BUSINESS COACHES.** For working on the Program we built a strong team of highly qualified and internationally recognized business coaches. Each expert has a vast experience in coaching and his or her own effective coaching business as well as takes a top management position in ICF.
- **AREA OF EXPERTISE – BUSINESS COACHING.** The Program provides an extensive knowledge of coaching methods for work specifically in the business environment. In the course of training, students will be learning by real experience of coach trainers and practical examples of coaching use in organizations.
- **INTERNATIONAL CERTIFICATE.** Certificate of Baltic Coaching Centre Accredited ICF Program is recognized throughout the world as the base professional degree of a coaching specialist.
- **PROFESSIONAL DEVELOPMENT THROUGH ICF GLOBAL STRUCTURE.** The Program accreditation level (ACSTH) empowers a coach to take exams in the international professional accreditation with ICF.
- **LANGUAGE – ENGLISH AND RUSSIAN.** The group will consist of participants from different countries and English will be the working language. No interpreter will be provided.
- **HANDOUTS, ON-LINE SUPPORT.** Participants will get all necessary materials for the intensive training and practicing on their own while learning the coaching approach. During the break between the modules, the participants will have an opportunity to ask the coaches any questions via e-mail or, if it is necessary, set up a personal meeting.

**NEXT GROUP OF THE PROGRAM "LEADER AS A COACH" STARTS ON  
22-23-24 MARCH (2012)**

### **FOR MORE DETAILS**

**www.bcoach.lv** or via e-mail: **info@bcoach.lv**, phone: **265 55 098**



One of the key advantages of this Program – a team of experienced and well-known business coaches from different markets. Each of them has a broad experience in coaching, their own successful coaching business and occupies a high position in the INTERNATIONAL COACH FEDERATION (ICF).



**TOM HATTON**, MCC, MSc, B.A. NCOC (IRL, D) – a member of the Board of ICF Global 2009, business coach with a great international work experience, business trainer.

**Expertise and experience in coaching:** coaching of executives and senior managers, corporate coaching (HR, coaching of international teams, coaching of corporate changes, development of dynamic work groups). He has a long list of clients (the level of senior managers and company owners) in many business spheres such as hotel and pharmaceutical, banking, financial, legal and real estate.



**TATIANA DREMLYUGA**, MBA (LV) – owner of Baltic Coaching Centre, the founder and President of ICF LATVIA 2008-2010 branch, business and executive coach with active practice and international work experience.

**Expertise and experience in coaching:** coaching of executives and top managers, corporate coaching (top management, organization development, developing management skills), corporate coach in companies of France, USA, coach-trainer.



**NEIL SCOTTON**, PCC (UK) – ICF UK Past President, currently, he serves on the global ICF Ethics Committee. Coach. Thought-partner, supporter, provocateur.

**Expertise and experience in coaching:** in the last 5 years over 100 business owners, directors, key senior managers have chosen to work with Neil. They come as individuals and as teams. They range from entrepreneur start-ups to high fliers in one of the world's biggest bank.

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**Coaching** is one of the most advanced methods used for **developing leadership and management skills**. This approach helps to increase employees' performance and their involvement in company's development. Applying coaching methods, company leaders, just like coaches in sport, cultivate and train their employees which allows them **to achieve maximum economic results**.

We strongly believe that managers should be directly involved in developing their staff without passing this important responsibility fully onto HR specialists or outsourced consultant.

**"LEADER AS A COACH" PROGRAM HAS BEEN DESIGNED FOR COMPANY EXECUTIVES, HR SPECIALISTS** and those who are willing to become a professional coach. This program aims to develop special skills that are required to achieve a different style of management which allows to fully engage your own potential and potential of your staff while improving performance of the whole company.

## WHAT ARE THE BENEFITS OF APPLYING COACHING METHODS

- Increasing staff performance which implies reductions of project or product cycle.
- Non-material incentives for staff.
- Gaining time for performing strategic tasks. Increasing staff reliability due to motivation and their understanding of responsibilities.
- Creating highly efficient teams.
- Generating valuable ideas. Creating atmosphere that promotes innovations and sharing knowledge and suggestions.
- 50% reduction of personnel development budget due to coaching methods.

## NEXT GROUP OF THE PROGRAM **"LEADER AS A COACH"** STARTS ON

**22-23-24 MARCH** – Module 1: **COACHING PRINCIPLES AND PHILOSOPHY**

**26-27-28 APRIL** – Module 2: **KEY COACHING COMPETENCES**

**24-25-26 MAY** – Module 3: **POWERFUL TECHNIQUES OF COACHING**

**12-13-14 JULY** – Module 4: **COACHING IN ORGANIZATION. COACHING AS A PROFESSION**

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