

## The Christian Coach Toolbox Online

*A Deep Foundation in Christian faith-based Coaching*

### Frequently asked Questions and Answers

#### 1. What previous coach experience do I need?

A basic understanding of coaching skills and experience of their use, acquired through independent study or work-based training. You need to have familiarity with use of a coaching approach, for example knowledge and use of a model such as GROW or STEPPPA and use of key skills including listening, asking questions and intentionally enabling another in a non-directive way. Your use of coaching skills may be through one-to-one conversation or within your work as style of management or leadership.

#### 2. How is the programme delivered?

The course is delivered through 12 learning modules over 6 months (January to the beginning of July). There is also an Orientation Module to help participants prepare to get the very most out of the course as well as get to know each other prior to starting core learning.

In the spirit of the course content, the style of delivery is an interactive, coaching approach. Each Module comprises topic exploration through:

- *Personal study*
- *Group discussion (whole and break outs)*
- *Exploration exercises*
- *Practice coaching*
- *Experience and reflection as a coach, coachee and/or observer of practice coaching*

While key learning points are offered to summarise topics, it is our experience that many more insights and learning emerge during the course of exploration (*'For the Word of God is living and active...' Hebrews 4:12*).

At the end of each live session:

- A *'Coach Development Exercise'* is set for completion by the next session, alongside starting the next Module of preparatory self-study. This may be an individual exercise or coaching assignment.
- Supplementary notes (electronic format) are forwarded after each session, to support learning and build your course file for consolidation and future reference.

Participants also undertake 4 - 6 sessions of peer co-coaching in between sessions, applying your learning by being coached and coaching (see below, no.6).

We use 'Zoom' to deliver the live online group learning sessions. These are 3 hours with a break and the Orientation session is 2 hours.

Throughout you will be encouraged to reflect on and journal your learning experience across the programme and undertake a final written reflection on the experience. Peer review of a Final Reflection, with evidence of learning across the programme content confers the certified status of KingsCompass Accredited Coach (internal accreditation).

### **3. How do I access the Course Material and Live Online Sessions?**

Course material will be sent to you via Zip file and Email. You will need to print this out to make up your course folder, which will be posted to you. Accessing and managing the content purely on-line is not recommended. You need to be able to easily reference your work/notes during sessions as well as make notes.

You can access the live Zoom sessions from a PC, Laptop, Mac or tablet. We do not recommend joining using a mobile phone and would ask you to ensure you are set up at a workstation with relevant materials to hand, when joining live sessions. Joining while in the car, to 'listen in' or joining in halfway through the session, might work for you, however, we have found this challenging for other participants as well as the facilitators. We respectfully ask that if you are unable to join a live session in full, please use the recording to catch up at a later point. The recording of each session will be made available (using Dropbox) within 24 hours. The recording is of whole group interaction. Break out discussion is not recorded.

A Zoom link to join the meeting will be sent prior to each session.

### **4. I can't attend all sessions – can I still participate?**

Yes – you can miss up to 2 live sessions and still graduate as a KingsCompass Accredited Coach (plus other requirements of this status). Each session is recorded, and a link will be forwarded within 24 hours together with notes and any other follow up. Past participants have found this to be a very effective way to 'catch up', with their co-coaching sessions providing a good forum for discussion/clarification, as well as application of theory covered. If needed a 30-minute online tutorial can be arranged to cover any questions that arise.

### **5. What time commitment do I need to make?**

A breakdown of time expectations is set out in the Course Information.

Broadly, you'll need to set aside up to 7 hours in between Live Online Learning Sessions of 3 hours). Live sessions are usually every 2 weeks, although there can be 3 week breaks over holiday/half term periods). The 7 hours are spread across personal study, development exercises and reflection on learning (3 hours) and co-coaching (2 hours as coach, 2 hours coachee). It's surprising how the hours mount up and the programme has potential to provide around 101 hours of overall coach development activity.

### **6. How does the Co- coaching work?**

Participants are invited to coach 'in the round', in other words you'll be assigned a Coachee to coach and be assigned as a Coachee to another participant who will coach you. You arrange to meet your coachee and coach as convenient to you both online using one of the many free online platforms available such as Zoom or Skype. We have found 'Zoom' to be a more stable and versatile platform than Skype, and you may wish to invest in and use this, particularly if you are practicing or developing a coaching practice. ([www.zoom.us](http://www.zoom.us)).

### **7. How are Co-coaching partners assigned?**

We'll endeavour to take into consideration your timing and geographical situation (day/evening/week/weekday availability) in assigning co-coaching buddies whilst trying to match you with someone who prior to the programme is new to you. Other than that, we encourage participants to work with who they are assigned to reflect the reality of coaching in practice.

**8. I'm seeing a counsellor/therapist right now – can I train as a coach as well?**

Coaching is for people who are in good, stable mental health. While seeing a counsellor or therapist does not mean your mental health is poor, you need to consider whether the wholly future focus of coaching is one you are able to fully embrace for yourself and others at this time. Please discuss this with your counsellor/therapist in the first instance. We require written confirmation from your counsellor/therapist that they consider you fit to undertake coaching. In fairness to other participants, we do not accept participants taking medication for depression or other mental health conditions.

**9. Do I need to know a lot about the Bible?**

Whatever your level of familiarity with the Bible the Christian Coach Toolbox programme will help you grow your knowledge. If you already know your way around the Bible then that's great too, with an opportunity to revisit and explore fresh insight from God's Word.

**10. Is the course externally validated?**

No. We accredit participants internally through peer review of their final reflection and evidence of their journey and learning through the programme. Past participants have been able to use their Christian Coach Toolbox training hours as qualifying coach training hours towards entry onto other coach training courses, for example, the Warwick University Diploma in Coaching and MA Coaching Programme.

**11. How do I register for the programme?**

You're invited to prayerfully complete and submit the Joining Form which will form the basis of an informal conversation to check that the programme is a match with your existing coaching experience and needs. £59 non-refundable deposit secures your place. Once the cohort is confirmed (8- 12 participants), we will invoice with the balance due (early bird or full fee depending on date deposit paid) one month in advance of the published date for the first online orientation session. Payment is by bank transfer.

Should the cohort not proceed you will be refunded in full.

**12. What are the course fees?**

Fees are published in the course information pdf, with early bird discounted rates available (downloadable from the website). Fees include electronic (internet) access to Course Modules, Live sessions, electronic notes and slide sets plus live session recordings. These will require printing out to use and make up into a Course Folder that you will receive by post. Fees exclude any other costs incurred through your participation, co-coaching or reference books.

**13. I still have more questions**

Please e-mail and arrange a zoom to talk these through [training@kingscompasschristiancoachacademy.org](mailto:training@kingscompasschristiancoachacademy.org). It will be lovely to hear from you and we'll be very happy to help.

[www.kingscompasschristiancoachacademy.org](http://www.kingscompasschristiancoachacademy.org)