



**PB Coaching**  
**Metier - MCD**  
CPD Short Courses

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**2008, Leeds & London**  
**UK**



## **PB Coaching - Continuing Professional Development**

PB Coaching aspires to be a world-class centre of excellence for Executive Development, Coaching Education & Organisational Learning.

The PB Coaching Continuing Professional Development Programme is aimed at the following group of people with a need for CPD:

- Practising business and executive coaches
- Internal HR directors,
- Training and OD consultants
- Line managers
- Chartered/Occupational psychologists

We are committed to providing innovative training solutions which reflect the latest thinking and best practice in the coaching field and are pleased to offer our diverse and pioneering range of training courses and workshops, each run by our top-quality and highly experienced team of consultants.

Please note that a Certificate of Attendance will be provided.

## **Our CPD Programmes**

- ❖ Nice is Not Enough – Valuing the Art of Challenge in the Coaching Conversation
- ❖ Body of Awareness - Using Creative Approaches in the Coaching Relationship
- ❖ Developing Emotional Intelligence in Coaching
- ❖ The Use of Assessment in Coaching
- ❖ An Introduction to the Use of TA (Transactional Analysis) in Coaching



## Nice is Not Enough – Valuing the Art of Challenge in the Coaching Conversation

### Recommended for

Practicing coaches wishing to reflect on the role of challenge in their work with clients.

### Course overview

- Although most coaches would nod vigorously when presented with the concept of both support and challenge being required for effective coaching the actual practice of many coaches has a strong bias towards the supporting role and away from that of challenging their clients
- The under use of challenge presents a lost opportunity to both coach and coachee in terms of development

### Course Content

This two day workshop will allow participants to explore their own relationship to challenge and how they use it or avoid it with their clients. The two days will be highly experiential.

### Course benefits

By the end of the course you will have:

- An understanding of the interrelated nature of support and challenge in effective coaching
- A heightened awareness of your own motivations in using and avoiding challenge
- A sense of how personal values around tolerance can shape the use of challenge in coaching conversations
- Experienced feedback on your use of challenge
- Experienced being fully in the 'here and now' and how that impacts on how we challenge
- Knowledge of different stances that can be taken from provocative to evocative
- Made sense of how your current approach to using conflict has helped or hindered your clients and their own development
- A clear plan of what you want to do differently in their coaching sessions and issues to explore in supervision

**Peter Bluckert** is regarded as one of Europe's most experienced business and executive coaches and is the Managing Director of PB Coaching. Highly trained and experienced in organisational psychology, leadership development and change management, he not only works with executives and their top teams but also trains and develops external and internal consultants and managers. Peter recently completed a new book entitled 'The Psychological Dimensions of Executive Coaching'. He is a founding member of the European Mentoring and Coaching Council and was the first chair of the Standards and Ethics Group.

**John MackMersh** is an independent management consultant and executive coach based in Matlock, Derbyshire. John's work includes individual executive coaching for senior managers and professionals, team based coaching and running development programmes for organisational development facilitators. He brings a strong grasp of theory to his work having been inspired by the thinking of people in the fields of group dynamics, gestalt, quality management and learning organisations. In practice, John understands the need to be pragmatic and find what is 'doable' in a situation.

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| <b>Tutors</b>                  | Peter Bluckert and John MackMersh |
| <b>Duration &amp; Location</b> | 2 days, Leeds                     |
| <b>Dates</b>                   | Dates to be confirmed             |
| <b>Price</b>                   | £995 + VAT                        |

## **Body of Awareness - Using Creative Approaches in the Coaching Relationship**

### **Recommended for**

This workshop is designed for coaches who are seeking to develop their understanding of *use of self* in the coaching relationship, and wish to draw upon creative approaches to extend their coaching repertoire.

### **Course overview**

The course draws upon the traditions of gestalt, creative arts and bodywork. The focus throughout is upon raising the awareness of the coach and coachee, and exploring the coaching relationship. A range of creative arts will be introduced, including visualization, drawing and movement. There will be a particular focus on 'embodied empathy', 'body process' (tracking the coachee's body) and the 'body in relationship'. A key theme throughout will be the notion of creative communication in the coaching relationship and the coach developing their creative capacity in their *use of self*.

### **Course benefits**

By the end of the course delegates will be able to:

- Understand the potential in the use of gestalt, the creative arts and bodywork for your coaching practice
- Enhance your awareness in the here-and-now of yourself, the coachee and the coaching relationship
- Have a deeper understanding of *use of self* and how to bring this into the coaching relationship
- Attend to the body, movement and creative communication in the coaching relationship
- Draw upon ideas and techniques from these traditions to extend your coaching repertoire

**Jenny Stacey** is a UKCP registered psychotherapist and is an HPC registered Arts Therapist (Drama) and works as a freelance trainer and organisational consultant. She is a lecturer at the Institute for Arts in Therapy and Education, London and works in Yorkshire as a gestalt and creative arts psychotherapist and supervisor. Since 2004, Jenny has been a tutor on the PB Coaching Postgraduate Diploma in Coaching Psychology. Her experience includes individual coaching within the voluntary and statutory sector, life and team coaching.

**Tsafi Lederman** is a UKCP registered psychotherapist who specialises in Integrative Art Psychotherapy, Gestalt and Body-Psychotherapy. She has a private psychotherapy and supervision practice in London since 1989. She is a lecturer and tutor on the MA course in Integrative Arts in Psychotherapy, the creative director at the Institute for Arts in Therapy and Education IATE and in the last seven years, the co-director of the creativity and imagination course.

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| <b>Tutors</b>                  | Jenny Stacey and Tsafi Lederman                     |
| <b>Duration &amp; Location</b> | Course 1: 3 days, Leeds<br>Course 2: 3 days, London |
| <b>Dates</b>                   | Dates to be confirmed                               |
| <b>Price</b>                   | £1,275 + VAT  |



## Developing Emotional Intelligence in Coaching

### Recommended for

This workshop is designed for coaches who wish to enhance their own ability to tune into their own emotions and those of others in order to have more productive and satisfying relationships both at home and at work.

### Course overview

Most coaches and managers will be familiar with the concept of emotional intelligence, and may well be involved in developing it in others. This workshop provides an opportunity to learn more about what it is, look at how to develop it in ourselves and then see how we can apply this in our work with others.

The workshop will focus on understanding emotional intelligence through some theoretical inputs and experiential learning. The group itself will be a key learning tool and opportunities will be provided to give and receive feedback as well as reflect on your own practice. There will be an opportunity to work in small groups, use creative approaches and take part in group discussion and experiential learning.

### Course benefits

By the end of the course you will have:

- A greater understanding of the theoretical basis of emotional intelligence
- Explored emotional intelligence and leadership
- Experienced how emotional intelligence can be developed through coaching
- Developed and enhance self-awareness
- An increased awareness of others
- Looked at ways of managing difficult feelings
- Had opportunities to explore issues with support and feedback from the group

**Ailie Kerrane** comes from a social work background and is now dividing her time between working as a senior manager within child placement services and working independently as a consultant, trainer and coach. Over the last 15 years Ailie has studied Gestalt Psychotherapy and Group Analysis as applied to Organisational Development and she has trained as a coach.

**Lesley Bluckert** is a Director of PB Coaching. Lesley has specific responsibility for supervision and CPD within the Company. Trained in the use of Gestalt with individuals and organisations, she is a core member of the team delivering our accredited Postgraduate Coaching Programmes. Lesley is able to draw on her depth of experience in both counselling and organisational consultancy to provide supervision for those involved in working as business coaches.

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| <b>Tutors</b>                  | Ailie Kerrane and Lesley Bluckert |
| <b>Duration &amp; Location</b> | 3 days, Leeds                     |
| <b>Dates</b>                   | Dates to be confirmed             |
| <b>Price</b>                   | £1,275 + VAT                      |



## The use of Assessment in Coaching

### Recommended for

This workshop is designed for coaches, consultants and HR development professionals who are seeking an overview of how psychometric and 360 degree feedback instruments can be incorporated into their coaching practice. Participants do not have to be qualified in any of the psychometrics covered, as the programme provides an overview of the range of instruments available.

### Course Content

Psychometric instruments can provide a valuable addition to the toolkit of resources for anyone who coaches or holds development discussions with people. They can provide an insightful perspective on the client's behaviours and how they relate to their development goals, frequently prompting those "ah ha!" moments in a coaching session. But if used inappropriately, they can damage the client/coach relationship.

The first day of the workshop will provide an overview of the range of psychometric instruments available, the principles of when and how to use them, the psychological models that they are built upon and the practical challenges users typically face. Day two will cover more in depth practical applications, including exercises and case studies illustrating how personality questionnaires and 360 degree feedback instruments can be combined.

### Course Benefits

By the end of the workshop you will be able to:

- Recognise the diversity of psychometric instruments available and understand the psychological principles that they are based upon.
- Decide when and how to use a psychometric instrument, when not to and how not to!
- Adopt some best practice approaches in your use of psychometric instruments in coaching to ensure that they really add value to the process.
- Explore how practical techniques in your own coaching can be enhanced through the use personality questionnaires and 360 diagnostics.

**Bernard Cooke** is a Chartered Occupational Psychologist who has used psychometric instruments extensively in his coaching practice. An acknowledged expert in the use of personality instruments such as the MBTI, Firo-B and 16PF, Bernard has both used these extensively in his coaching work and trained other coaches in their application in executive coaching. Bernard has developed innovative approaches in applying them to psychological coaching methodologies, such as Gestalt, Cognitive-behavioural and Psychodynamic. He holds an Advanced Diploma in Executive Coaching, has an MBA and is a Chartered Fellow of the Chartered Institute of Personnel and Development.

**Lesley Bluckert** is a Director of PB Coaching. Lesley has specific responsibility for supervision and CPD within the Company. Trained in the use of Gestalt with individuals and organisations, she is a core member of the team delivering our accredited Postgraduate Coaching Programmes. Lesley is able to draw on her depth of experience in both counselling and organisational consultancy to provide supervision for those involved in working as business coaches.

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| <b>Tutors</b>                  | Bernard Cooke and Lesley Bluckert |
| <b>Duration &amp; Location</b> | 2 days, Leeds                     |
| <b>Dates</b>                   | Dates to be confirmed             |
| <b>Price</b>                   | £995 + VAT                        |



## An introduction to the use of TA (Transactional Analysis) in Coaching

### Recommended for

Practicing coaches wishing to gain an in-depth understanding of some of the psychological processes happening between you and your coachee.

### Course Overview

A one-day, introductory workshop, designed to aid you as a coach, in those difficult moments in the coaching room. Using classical TA concepts, the workshop will give you a psychological understanding of what is happening in the session between you and your coachee, and broaden your knowledge about ways to help the coachee move forward in their work with you.

### Course Content

The workshop will give you the opportunity to gain theoretical knowledge of concepts such as the ego-state model and organisational games, as well as experiential work to heighten your understanding of how to use these important concepts to strengthen your practice as a coach.

### Course Benefits

At the end of the workshop delegates will gain:

- An understanding of key TA concepts to help you work with the underlying psychological process between you and your coachee.
- Coach practice to help embed your new learning.
- Supervision on difficult coaching relationships you may currently have.

**Sarah Willis** started her career by working as a manager in organisations as varied as the Home Office & NACRO, ending up as CEO of a national education charity. Later she took an about turn and trained as a psychotherapist in Transactional Analysis and an NLP Practitioner. The further up the ladder she went, the more she became fascinated by what motivated people in organisations, and more particularly, what didn't! Sarah's current role as Coach Trainer at PB Coaching involves delivering across our entire portfolio of coach training programmes, executive coaching and coaching supervision.

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| <b>Tutor</b>                   | Sarah Willis                                      |
| <b>Duration &amp; Location</b> | Course 1: 1 day, Leeds<br>Course 2: 1 day, London |
| <b>Dates</b>                   | Dates to be confirmed                             |
| <b>Price</b>                   | £495 + VAT  |



## PB Coaching

### Application for Admission

CPD Course \_\_\_\_\_

Please complete all sections fully to avoid delay.

Title  
(Mr/Mrs/Miss/Ms/Dr) \_\_\_\_\_

Surname: \_\_\_\_\_

Other Names: \_\_\_\_\_

Address (Permanent Home): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Tel No: home \_\_\_\_\_ work \_\_\_\_\_

Mobile: \_\_\_\_\_

E-mail: \_\_\_\_\_

Date of birth: \_\_\_\_\_

Signature of applicant \_\_\_\_\_ Date \_\_\_\_\_

**Payment information** (please give contact details and invoice address if different from address above)

Name/Company:  
Address:

Contact Number:

**Our contact details** (Please return your application form to the address below)

Sue Horner  
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