IMI Diploma in Executive Coaching
This is what past participants have to say...

...about their experience of completing the IMI Diploma in Executive Coaching.

“Coaching is becoming increasingly important in Irish business. Whether you are seeking to introduce a coaching culture to your organisation or striving to unlock the latent potential of individuals, this programme will equip you with the right tools to succeed. You will enjoy a powerful and practical learning experience.”

CEO of a financial institution and programme graduate

“Why on earth is this material not available to everyone, why did it take me so long to get started on this journey?”

Charles Searson, Managing Director
Searsons Wine Merchants

“I would like to formally convey my thanks for such a wonderful and memorable programme. The IMI Diploma in Executive Coaching has taught me so much, not least that anyone from any background of work can find their calling in a new and meaningful role. The programme was very relevant, alive and practical and I thoroughly enjoyed and valued all the contributions to the programme. It’s been a great pleasure working with the programme director, auxiliary programme director, programme administrator, visiting presenters and all the participants. Thanks to this programme I am now looking forward to a new and exciting addition to my career.”

Pat Griffith, FCA, MBA, Consultant in Finance
Accounting and Executive Development

“High performance coaching requires a deep sense of knowledge and skill in a wide variety of areas. The IMI Diploma in Executive Coaching has significantly increased my knowledge and provided me with an ability to apply enhanced skills in pressurised competitive circumstances. It provides participants with competence and confidence not only to achieve previously unthought of goals in their own lives, but to empower others to reach out and achieve dreams that they never thought possible. In essence this programme provides a platform for success in both sporting and corporate worlds.”

Gordon Ryan
High Performance Sporting and Corporate Coach

“The world of elite sport can learn a significant amount from executive coaching in a high performance context. The Diploma in Executive Coaching was an extraordinary learning journey. I look forward to applying this rich learning as my organisation aspires to put champions on the podium for Ireland.”

Daragh Sheridan, Head of Performance Skills
Irish Institute of Sport

“It is the best life education programme I have been on.”

Luke Hanlon, Logistics Director
Musgrave Retail Partners Ireland
Once the domain of top athletes, coaching has now been discovered by political and business leaders. The secret is out. Coaching is one of the most practical ways to enable your people to give their best and to create organisations to which people want to belong.

Smart organisations use a coaching culture as a key enabler of organisational performance. A coaching approach to people management can drive a business to new levels of productivity, delivering significant return on investment.

This innovative and relevant programme combines the most effective modern coaching techniques with a thorough grounding in modern organisational realities. Strong emphasis is placed on supervised coaching sessions with intensive feedback. It is expected that participants will carry out in excess of 100 hours of practice.

The IMI is one of only two colleges in Ireland to have been awarded the European Quality Award “EQA” from the European Mentoring and Coaching Council (EMCC). Programme graduates are eligible for European Individual Accreditation (EIA).

Who This Programme Is For

- Practicing business coaches who wish to bring their coaching competencies to the next level
- Managers and leaders who realise that coaching is the key to unlocking performance
- HR professionals and organisational consultants who want to add coaching excellence to their skill set
- Psychologists or psychotherapists who want to work on developing people in corporate settings
- Mentors and those changing careers who wish to develop executive coaching skills

Programme Impact

Graduating participants will:

- Have practised a range of coaching skills
- Be equipped to transfer coaching methodologies to the workplace
- Understand relevant coaching models
- Have demonstrated competence in a coaching role
- Be able to use a variety of coaching approaches and techniques
- Have increased confidence in their coaching ability
- Have achieved a high level of self-insight
- Have completed a journey of personal and professional development

Meet the Programme Director
Fabio Grassi

Programme Duration:
The programme runs over 6 x 3 day modules.

Classes run from 09:00 to 17:00 on day 1 and 2 of each module, and from 8:30 to 16:30 on the third day of each module. All teaching is held at the IMI’s National Management Centre in Dublin.

Programme Dates:
20, 21, 22 April 2016
18, 19, 20 May 2016
08, 09, 10 June 2016
31 August, 01, 02 September 2016
28, 29, 30 September 2016
26, 27, 28 October 2016
Programme Content

The Nature And Purpose Of Executive Coaching
- The Role of the Coach
- Klob’s Learning Styles and keeping a learning log
- Models and Methods
- Contracting and Planning & the Role of Third Parties
- Organisational and Personal Coaching
- The Ethics of Coaching

Organisational Performance Through Coaching
- Tools & Practice of Career Coaching
- Integrating Executive Coaching with Mentoring & Consulting
- Develop Awareness, Self Monitoring and Observation Skills
- Performance Enhancing feedback
- The impact of team coaching in organisational effectiveness
- Coaching executive teams

Understanding Personalities And Building Rapport With The Coachee
- Understanding of Human Personality
- Sample Instrument: Enneagram
- Applications of the Enneagram in Coaching
- NLP Principles and Processes
- Problem-solving using NLP
- Using NLP in coaching

Programme Features

Coaching Practice
- Practice sessions on each module
- Practice sessions in support groups
- Expert feedback and review
- Developing you as a coach throughout with 100 hours of practical coaching built up over the duration of this programme.

Career Coaching
- Tools of career and life planning
- Establishing career direction
- Career challenges
- Career direction model

Team Coaching
- Team versus work groups
- Team coaching and other interventions
- Contracting with teams

Performance Coaching
- Coaching with horses
- Get feedback on your signature presence
- Develop trust with horses

IMI Diploma in Executive Coaching
Psychology and Coaching

- 5 Phases of Psychology
- Psychological defences
- Different levels of awareness
- Working with the unconscious

Validation

- Partial emotional intelligence accreditation (ECR)
- Awarded the European Quality Award by EMCC

Return on Investment

- Practical coaching tool kit to implement immediately in your organisation
**Entry Requirements**

Participants are required to provide evidence of relevant work-based learning at management level and/or should hold a relevant academic qualification at primary degree level.

**Validation**

Successful participants will be awarded both the IMI Diploma in Executive Coaching and the UCC Postgraduate Certificate in Executive Coaching. The Postgraduate Certificate qualification is validated and awarded by University College Cork – National University of Ireland, Cork and is a Level 9, Minor Award on National Framework of Qualifications. By completing this programme you will also earn one-third of the credits required to be awarded a Masters qualification.

The IMI is one of only two colleges in Ireland to have been awarded the European Quality Award “EQA” from the European Mentoring and Coaching Council “EMCC. Programme graduates are eligible for European Individual Accreditation (EIA).

**Assignments and Workload**

To attain the IMI Diploma in Executive Coaching participants are assessed in each of the main subject areas via a variety of practical assignments. This programme involves no examinations - instead the emphasis throughout is on the practical application of knowledge to benefit you and your organisation. Assessment workload is spread across the year to allow you to combine learning with work and life demands. In order to accelerate learning, between modules participants are expected to complete assigned reading from texts and articles.

**Pricing and Payment Options**

For 2016, the IMI offers promotional rates* and innovative payment options that make our programmes more accessible than ever.

IMI prices are inclusive of core textbooks and psychometric profiling tools, meals and parking at the IMI National Management Centre. These prices are only guaranteed for the 2016 intake of the IMI Diploma in Executive Coaching.

We offer all our programme participants a 10% discount on double rooms at the IMI Residence at the National Management Centre.

Organisations that purchase several IMI Diploma places in any calendar year may be eligible for MoB Corporate Partnership. By becoming an MoB Corporate Partner your organisation can avail of considerable additional volume discounts and other benefits. For more information on IMI pricing, financing options and MoB Corporate Partnership, contact the team at 1800 22 33 88 or email programmeadvisors@imi.ie.

**Tax Relief on Tuition Fees**

If you are paying for your tuition fees yourself, it is now possible to apply to the Revenue Commissioners for tax relief for this IMI Diploma. The amount of relief available varies from person to person, and may be as high as €1,400. Tax relief is allowable per programme, per participant, per academic year. Relief will not be available for any part of tuition fees which are met directly, or indirectly, by grants, scholarships, employer payments etc. Please see www.revenue.ie for further information on how to apply for this relief. All decisions on individual tax relief requests are subject to the discretion of the Revenue Commissioners.

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<th>IMI Diploma in Executive Coaching</th>
<th>Corporate Member</th>
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**Monthly Payments**

Pay for your IMI Diploma by monthly payments spread over the duration of the programme. There is no interest charged for choosing this payment option. Terms and conditions apply.

**IMI Staged Payments**

Pay for 60% of your course in advance of its commencement and pay the 40% balance before the start of your fourth module.

**Reflective Integrated Assignment**

Completion of the MBS pathway is contingent on participants completing the RIA (5 credits) capstone assignment. Guidance is offered through a compulsory one-day facilitated workshop and ongoing support and access to the IMI Knowledge Centre is also provided at a cost of €650. Payment is due on acceptance of Diploma three.

For more information on these financing options, contact the team at 1800 22 33 88 or email: programmeadvisors@imi.ie

*Pricing subject to change.
**The IMI Master of Business Framework**

The Master of Business is based around a framework of fifteen IMI Diploma Programmes and BRP.

By completing either of the four pathways below within a five year timeframe, you will earn the required amount of credits to be conferred the title 'MSc or MBS in Business Practice', 'MSc in Data Business' or 'MSc in Digital Business'. The IMI Masters of Business Framework is validated and awarded by University College Cork - National University of Ireland, Cork.

**How does it work?**

**Step 1:** Successfully complete any one of the IMI's suite of fifteen IMI Diploma programmes.

**Step 2:** Successfully complete a second IMI Diploma of your choosing achieving an overall grade average of 2.1.

**Step 3:** Successfully complete the IMI Business Research Project or a third IMI Diploma of your choosing and a Reflective Integrated Assignment (RIA).

Separate to their individual pathways, it must be noted that the IMI Diploma in Data Business Part 1 or the IMI Diploma in Digital Business Part 1 can be taken as the first, second or third IMI Diploma in the journey towards an MSc in Business Practice or MBS in Business Practice.

**The MoB philosophy**

Unlike traditional MBAs and Business Masters, the IMI MoB Framework is driven by an intensely practical, action learning philosophy. Throughout the programme, classroom learning is applied to real-life business challenges via exercises, group work, case studies and projects that centre on both your day-to-day work and the challenges currently facing your organisation. Both you and your organisation will derive genuine real-world benefits from your participation.

**Timeframe**

A key feature of the IMI MoB Framework is its flexible timeframe, which allows you to tailor your participation around work/life demands. Whereas each of the steps takes approximately six months to complete, you have a five year window within which to complete all required steps and attain the Masters. Therefore, depending on your preference, you can complete the taught element of the IMI MoB Framework in as little as 18 months. You must complete all elements of the IMI MoB Framework within five years.

**Who is eligible?**

Participants are required to provide evidence of relevant work-based learning at a management level and / or should hold a relevant academic qualification at primary degree level.

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**For further information contact the team at programmeadvisors@imi.ie or Freephone 1800 22 33 88**

**Due to similarities in certain subject themes it is not possible to combine the IMI Diploma in Regulatory Management with the IMI Diploma in Management of Compliance as a pathway towards earning the Master of Business.**

All other programme combinations can act as a pathway towards the MoB.
IMI Corporate Membership
Giving you flexibility and a membership that builds.

New Corporate Membership proposition for 2016. To find out more or to sign up as a corporate member, please contact our Membership Advisors at 1800 22 33 88 or membership@imi.ie