



THE EQLC DIPLOMA

Certificate in Coaching

Overview of the EQLC Modules

The EQLC Certificate (Emotionally Intelligent Leader as Coach) is a professionally accredited coach training and leadership development program, designed for emerging and senior leaders who want to develop the mindset and capabilities of leadership while becoming a certified professional coach.

Module 1: Personal Development & Intro to Coaching

This module focuses on helping participants develop their unique leadership style through self-awareness and emotional intelligence. Participants will explore decision-making agility and build personal resilience to manage challenges effectively.

Key Components:

Reflective Practices: Maintain a reflective log to track personal growth and insights.

Psychometric Assessments: Utilise Roche Martin's Emotional Capital Report (ECR) to assess self-awareness and identify development areas.

Coaching Exercises: Introduction to coaching models and the role of emotional intelligence in leadership.

Applied Tools: The Leadership Timeline Exercise, mapping defining moments that influence leadership development.

Evidence: Completion of reflective logs, ECR assessments, and active participation in coaching exercises.

Module 2: Foundations of Team Leadership

Participants learn strategies to enhance communication, build a high-performing culture, and align team objectives with organisational mission, vision, and strategy. The focus is on developing leadership presence and fostering a culture of accountability.

Key Components:

Team Dynamics Workshops: Interactive sessions on managing diverse teams and promoting inclusion.

Communication Skills: Techniques for clear, empathetic, and persuasive communication.

Vision Alignment: Exercises to connect team activities with broader organisational goals.

Applied Tools: The Time Matrix, helping participants prioritise tasks and manage workload efficiently.

Evidence: Peer feedback, practical exercises, and real-world application tasks.

Module 3: The Psychology of Leadership

This module delves into the psychological aspects of leadership, emphasising self-reliance, optimism, and resilience. Participants will learn to build empathy and foster strong stakeholder relationships.

Key Components:

Emotional Intelligence Development: Activities to enhance empathy and social awareness.

Stakeholder Management: Role-playing scenarios to strengthen relationship-building skills.

Resilience Training: Tools and techniques to navigate complex challenges with a positive mindset.

Applied Tools: The Competency Wheel, allowing participants to self-assess performance and set development goals.

Evidence: Self-assessment results, coaching simulations, and stakeholder engagement projects.

Module 4: Leadership and Emotional Intelligence

Participants enhance their decision-making capabilities and learn to overcome setbacks, manage tension, and resolve conflicts effectively.

Key Components:

Conflict Resolution Strategies: Practical approaches to handle team and organizational conflicts.

Decision-Making Frameworks: Applying emotional intelligence to make balanced and ethical decisions.

Self-Awareness Tools: Developing a deeper understanding of personal triggers and emotional responses.

Applied Techniques: GROW Model, focusing on setting Goals, understanding Reality, exploring Options, and determining Will.

Evidence: Completion of conflict management scenarios, decision-making exercises, and peer evaluations.

Module 5: Competency & EMCC Framework Integration

A module to mastering the EMCC Global Competence Framework, focusing on the eight core competence categories: Understanding Self, Commitment to Self-Development, Managing the Contract, Building the Relationship, Enabling Insight and Learning, Outcome and Action Orientation, Use of Models and Techniques, and Evaluation.

Key Components:

Deep Dive into Competencies: Exploring each of the eight EMCC competencies with practical examples.

Capability Indicators Application: Using specific indicators to benchmark and assess professional development.

Practical Exercises: Scenario-based learning to apply competencies in real-world contexts.

Competence Mapping: Aligning personal strengths and development areas with the EMCC framework.

Evidence: Competence assessment results, practical application projects, and alignment with EMCC standards.

Module 6/7: Applied Coaching Techniques

This module is usually spread out over 2 sessions and offers hands-on training in coaching frameworks and triad coaching methods to boost team performance and support individual development.

Coaching Models: GROW, CLEAR, and EMCC coaching frameworks.

Triad Coaching: Real-time coaching sessions with structured feedback from peers and facilitators.

Skill Building: Enhancing questioning techniques and coaching presence.

Practical Application: Use of Force-Field Analysis to balance supportive and opposing forces in achieving goals.

Module 8: Organisational Impact and Culture Building

The final module integrates coaching and emotional intelligence principles into broader organizational practices, aiming to transform culture and align teams.

Key Components:

Embedding Coaching Culture: Strategies to incorporate coaching practices into daily operations.

Driving Alignment: Facilitating team alignment with organizational values and goals.

Measuring Impact: Tools to evaluate the effect of coaching and emotional intelligence on team performance.

Capstone Project: Application of Organizational Analysis Tool to assess and influence organizational culture.

Evidence: Portfolio tasks, organizational impact assessments, and completion of a capstone project demonstrating cultural transformation.

Programme-Wide Evidence Collection:

Reflective Logs: Continuous self-reflection and assessment of learning outcomes.

Peer Feedback: Structured feedback sessions to enhance learning.

Psychometric Assessment Results: Measurable improvement in emotional intelligence and leadership competencies.

Live Coaching Simulations: Practical demonstrations of coaching skills and leadership effectiveness.