



## **A pioneering cross organisational peer to peer talent development programme to help deliver your diversity pipeline targets**

*"I could not recommend the Coaching Squared programme enough! It has been an eye-opening experience and one that I will continue to use to great success for the future ahead!"*

*TfL Participant*

**ilm** | Institute of  
Leadership &  
Management

 Civil Service Learning

**Coaching<sup>2</sup>**  
THE POWER OF TWO



Established in 2005, Coaching Squared is a pioneering cross-organisational talent development programme, where emerging and senior leaders meet and select a peer coaching partner from a different organisation.

Over a nine month period, participants help to develop each other through co-coaching, in addition to receiving three highly practical and effective workshops where they gain training on:

- coaching
- action learning
- personal impact & branding
- influencing skills
- networking techniques

Participants mutually support and learn from other business professionals through a network of talent that will evolve and grow throughout their careers.

The short amount of time participants are required to personally devote to the programme is reinvested into their organisations through increased confidence, new ways of working and clearer career development goals.

## OUR ANNUAL PROGRAMMES

BAME  
LGBT  
Women  
Disability

Combined results from Women, BAME and LGBT Programmes show that 97% would recommend the programme

80% continue to work with their partners after the programme completion

Shortlisted for 3 separate Diversity Awards.

Coaching Squared is available through the Civil Service Learning Gateway, an ILM approved Development Programme, shortlisted for Opportunity Now, Race for Opportunity and Civil Service Diversity Awards.

## PROVISIONS AND BENEFITS

- a peer coach from a different organisation
- a forum to share skills and experience
- guidance from a different perspective
- an action plan for achieving goals
- networking skills and personal impact training
- access to senior leaders for guidance on leadership

## HOW IT WORKS

Each organisation can submit up to ten participants per programme. Participants attend three set workshops and commit to self-managed coaching over the nine month period.

Provides a powerful 'peer to peer' coaching opportunity

Provides access to an extended professional network

### Workshop 1

- learn how to co-coach and hone your skills through practical exercises
- identify and commit to a coaching partner from a different organisation
- strategise and implement a development plan for the next nine months

### Workshop 2 – after four months

- personal impact and influencing skills training
- network with the larger group
- share successes and best practice
- learn action learning principals

### Workshop 3 – after nine months

- create your personal brand
- feedback on successes
- learn from inspirational speakers
- question a panel of senior leaders about progression

## WHO SHOULD ATTEND

Private Sector: mid-level managers

Public Sector: Grade 7 (Band A/ B), exceptional SEO's

- middle managers below Heads of Function and/or reporting to Senior Management in medium to large organisations
- top management positions in small organisations.
- key technical experts.

More than 1000 participants from over 40 public and private sector organisations

Can be linked to an organisation's positive action diversity and learning initiatives

### Some of our clients include:

House of Commons  
Ministry of Justice  
PricewaterhouseCoopers  
Deloitte  
Transport for London  
Aviva  
National Grid  
Allianz  
Met Police

*"Provides a safe space for the sessions to take place and the inter-organisation aspect really helps to give an unbiased view from the other person."*

*RBS Participant*

## HOW TO GET INVOLVED

If you would like to know more please contact:

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