



Comments from Participants in **Certificate in Coaching** for Leadership and Professional Development

“I would like to say that I found the course **absolutely fascinating and very absorbing** due to the mixture of the breadth of discussion with both the course leaders and the course participants.”

*Bill Bailey, Vice President,
EMEA Treasury Solutions Practice - UK*

“**An excellent programme** providing perspectives on different theories and approaches to coaching and opportunities for their practical application.”

*Paul Boniface, Director of HR and Governance,
The National Trust – UK*

“The Coaching for Leadership and Professional Development Course represented a **challenging and pleasant experience**. Exceptional trainers, wonderful team, amazing environment. What else would anybody want more?

I would like to have the chance to come back for a second round if the organizers will find a continuation of this programme.”

*Cristina Vasiloiu, CEO,
Monitor - Romania*

“After a few years practicing Coaching but without formal training on the subject, the Tavistock course came as a **perfect overview of the fundamentals and principles for better Coaching**. Learning from the co-directors and the members of the course, together with working on my real case clients **I am very very satisfied with the approach, contents and dynamics of the course**.”

A must for anybody seriously considering building strong and useful Coaching skills, at a practical level in today's business environment”

*Harold Berg, Director,
Tobalaba SL – Spain*

“I found the programme insightful and useful. A good focus on the practical application of models and excellent opportunities to practice skills with peers on the programme. **It has helped me change career direction and build my coaching practice.**”

*Meryl Bushell, Director,
Meryl Bushell Ltd – UK*



“Overall I am extremely satisfied with the coaching programme. I thoroughly enjoyed the programme and it achieved my aims of broadening my perspective on coaching and also **broadening my understanding of the value of and challenges with coaching in multiple different organisational and situational contexts**. Both Karen and Jim were open, inclusive and skilled facilitators and I felt as if I learnt a lot from both. And, finally the diversity of participants on the programme meant that there was a tremendous amount to learn from the other people on the programme which was a real bonus.

*Alison Gill, CEO,
Getfeedback.net Ltd & Creos Ltd, Triple Olympian - UK*

“I signed up for the course after seeing a posting on the AC forum about it from Linda Aspey.

It is an interesting and occasionally provocative course that usefully connects psychological insights to functional leadership. On our course were 14 people from five countries and different kinds of employment, which gave a diverse opinion base, although all of us appeared to be successful, middle-class, white people.

The two facilitators, Karen and Jim, complemented each other well with their own different, expert views.

Although the course is presented under the auspices of the Tavistock Institute and the Tavistock Way is a significant element of the thinking underpinning it, it is presented quite conventionally, which may make it easier to absorb. It comprises whole group presentations and discussion plus small group skills and practice development session and co-coaching. **The changing dynamics worked well for me.**

The physical course took place over 4 2-day residential sessions at Cumberland Lodge in Windsor Great Park and this unique setting became a key element of the programme, The Lodge offers a unique sense of history and country house hospitality, including excellent cooking and service!”

*Jonathan Wilson
Executive Coach / Strategy Advisor, UK*

"The programme provides an **outstanding opportunity to learn from the Tavistock representatives, the other participants and oneself**. It is a healthy mix of theory and practical application with plenty of opportunities for practice and reflection. I highly recommend the course to those interested in developing both themselves and others".

*Susan Goldsworthy
CEO, Goldswolf, Switzerland*



" I have found the course very helpful in enabling me to take up an expanded role within my company, linking strategy to organisational development. In addition I learned a lot more about the **systemic organisational development approach of Tavistock** and got the start of a network within the area.

*Kerstin Frenning
Vice President Business Development
TeliaSonera, Sweden*

" I found the course invaluable in terms of integrating all my previous learning and experience into helping me explore and articulate who I am as a coach.

I found the balance of theoretical input and practice development allowed for easy transfer of new models and concepts into real-life practice. **These have continued to prove useful with a wide range of clients.**

The attention given to different roles i.e, that of an internal and independent coach gave me greater access into taking up my role in different settings as well as practical ideas in terms of developing my practice in both spheres.

I particularly liked the whole systems approach which gave me the tools to understand more individual client situations/needs and work towards meeting them.

The broad mix of participants and overall design of the programme brought out the best in us all, and helped me appreciate the broad range of skills and styles in the coaching arena.

Overall, **I found the course to be one of the most supportive, stimulating learning environments I have ever been in**, providing me with a space to discover, explore, experiment and reflect in a way that has remained with me in terms of how I practice coaching"

*Libby Kineen
Area Head of Organisation Development and Design, HSE West, Eire*

"Really useful on a personal, professional and practical basis. If you want to explore what executive coaching is really about then this is a great programme.

I found the course to be a really powerful learning experience. The combination of two very experienced course leaders and a group of participants from diverse backgrounds produced some great debate and dialogue on all aspects of the executive coaching process. This was particularly useful in helping me explore what my offering



really is and how best to market this. This was my first exposure to the Tavistock approach and I found it extremely useful both personally and professionally"

*Stuart McAdam, Director,
365 Coaching, UK*

"I attended the Tavistock coaching course as I took up a new role as Chief Executive in a public sector housing organisation. The course has provided me with a unique insight into how to support my staff in their various roles as leaders and managers. During the course I have learnt to trust to my own competencies and experience and discovered how to use them in my day to day dealings with staff. I have developed further my skills in listening and appreciative enquiry. I am now more able to 'think under fire' about the roles taken up by staff, what they are saying and what is being avoided. **This was a hugely enjoyable course which I would warmly recommend.**"

*Bernadette O'Shea, Chief Executive,
Hounslow Homes, UK*

"It was not only a very well structured and comprehensive Course from a technical point of view, but also **an important emotional and personal stimulus to improve my coaching abilities.**"

Pedro Gil Corbacho, Psychiatrist and Psychoanalyst, Spain

"Doing the Tavistock Coaching Course has really raised my game. During the Course I had a restructure at work and had to apply for new posts, and I have successfully obtained a promotion in the new structure. The stimulus and process of doing the course, meeting people from other sectors, and focussing very practically on my coaching practice enabled me to interview well and think about aspects of the post in a different light, offering a new 'take' to my employers. It continues to be a great support drawing on other colleagues' experience on the course and using the co-coaching process to help me think through my plans."

*Helen Ramsbottom, Regional Manager, London Region,
Age Concern England*

"The Coaching for Leadership and Professional Development course was **an immensely rewarding opportunity and provided me with the confidence to further develop my own role as a coach.** Having been involved for years in the management of staff and with a desire to help individuals reach their potential, this course offered me a clarity and insight into coaching which both challenged my awareness and motivated me for the future. Working with other students, excellent instruction and a safe and supportive environment allowed me to explore the theories and technicalities of the coaching role whilst building on my own natural skills and experience."

*Anthony Wills, Chief Executive,
Standing Together Against Domestic Violence, UK*

"As someone looking to conduct group coaching alongside my individual work with my MBA students, **the course has proved both enlightening and challenging.** In



particular, learning to work within a more structured framework has proved invaluable and I now find I have much more productive exchanges with my coachees. However, the most satisfying element of the course has been the assistance and guidance that it has provided for my group coaching of the Acorns Executive Directors. In brief, having a yardstick or benchmark against which to assess progress at each stage of the development of the Team has been excellent as has the opportunity to study the theory in depth for the first time. Although the process will not be completed by the time I send in my assignment, nevertheless, the work thus far has proved the value and contribution of the course in furthering my own development, while fostering a continuous improvement approach and attitude within the Acorns Senior Management Team.”

*David Strudley, Chief Executive,
Acorns Children’s Hospice Trust, UK*

PREVIOUS PARTICIPANTS NOW REFLECTING ON THE COURSE:

“I participated in the 2007 programme and found it **an excellent way to develop the depth of my coaching skills whilst also gaining access to the Tavistock’s exceptional expertise in psychodynamics and group process.** The co-directors, Karen and Jim, created and upheld a very safe, but challenging, learning environment - rich in content and yet providing plenty of space for exploration and experimentation. **The programme has given me the confidence and sufficient understanding to work with clients on the themes “below the surface” of their behaviour,** enabling them to resolve otherwise recurring patterns that inhibit their leadership performance.”

*Steven Phillips, Director,
Ideas Unlimited -UK,*

“It is about a year since I took the coaching course and I have by now integrated new perspectives and methods into my previous work in ways that creates more value for my organisation and also increases my sense of meaningfulness with the work. **Content and process have come together in a better way.** On an organisational level my competence to identify driving forces and measures to take has increased. In my work as a manager, coaching teams or individuals participation and commitment is intensified. **I also get a lot more requests to work with colleagues in developing their part of the business,** which I very much enjoy.”

*Kerstin Frenning, Vice President for Business Development,
TeliaSonera AB – Sweden, 2008*