

Mannaz

ICF accredited Coaching Programme – virtual

Your coaching journey begins here!

Getting started as a coach

The programme is highly experiential and grounded in the latest coaching theory. Throughout the six-month journey, you will have 67.5 hours of facilitated learning in both intensive learning sessions and through virtual webinars.

You will have the opportunity to practice your newly acquired skills in the supportive environment of your cohort and explore coaching in a practical way back in your workplace. You will leave the programme having gained solid coaching skills and confidence in your abilities allowing you to bring the full impact of coaching back into your organisations.

On the programme you will:

- Explore core coaching principles and the foundational skills of coaching, including listening
- Master speaking with clarity through practical exercises, feedback, permission, acknowledgement and questions
- Develop understanding of models that support critical elements of coaching, such as agreements, ethics and mental health
- Deepen your understanding of how neuroscience underpins great coaching skills and develop your own presence as a coach by increasing self-awareness
- Explore the differences of team and performance development coaching

Who participates?

This coaching training programme is for you and your colleagues or employees. You want to use coaching as a key part of your working life.

You do not need any prior experience in coaching to enroll on this programme.



“I really enjoyed the Mannaz coaching training as it was fun, enriching and focused on helping us to get the ICF accreditation. I also had a chance to link with other professionals and make partnership for future work. Highly recommended!”

Marco Cortez, Mindmentor

https://www.mannaz.com/wp-content/uploads/2019/04/Signe_coaching_eng_Musik_mSub.mp4

In the video Signe Hyldgard Heskia, Senior Vice President in Mannaz, tells about what she has gained from participating in the coaching programme.

Outcome

Your outcome:

- Ability to initiate and progress with a formal or informal coaching package as part of your in-role activities
- Full understanding of core coaching competencies
- Awareness of coaching ethics according to the International Coaching Federation
- Knowledge of coaching models for running effective sessions
- The coaching training required towards your ACC Certification with the International Coaching Federation

Company outcome:

- Leaders who are able to support teams and individuals in being more impactful in their roles
- Leaders who are able to help anchor company changes through coaching
- Leaders who can help drive and embed a coaching culture within the company

“I had the privilege to attend the Mannaz ICF accredited Coaching Programme, and I can tell you this: it is not only masterfully designed, and meticulously structured, it’s also remarkably delivered.

I was exceedingly impressed by our facilitator Mira whose vast coaching experience coupled with her ability to nurture a highly impactful learning environment made the experience extraordinary.

Every person I came in contact with in Mannaz was readily available, patient, and helpful. Furthermore, my fellow classmates quickly became, and remain, my coaching supportive network.

This programme has already opened more doors for me than I had hoped for, and it’s hands down one of the best learning experiences I’ve ever had.

If you get a chance to attend, don’t miss this opportunity!”

Paolo Nagari, Founder, InterCultural Group

Price

[Contact Mannaz for price.](#)

The price includes:

- ICF certified facilitators
- All course material
- Small virtual groups with 1:1 coaching support
- Feedback on your areas of strength and development
- Programme certificate confirming your ICF training hours

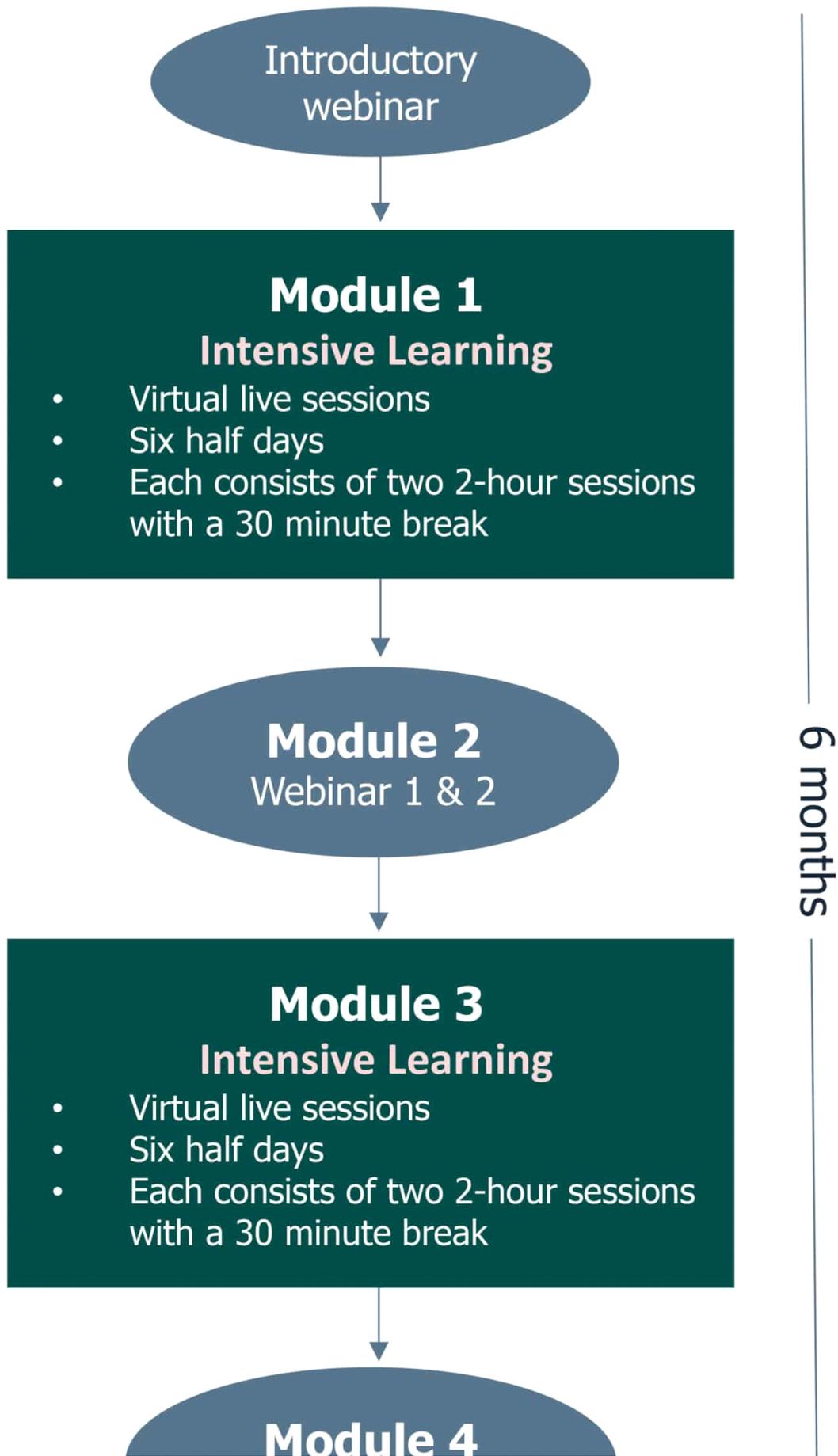
“The Mannaz coaching course was very well organized and structured, the teaching was of incredibly high quality and enjoyable in every possible way, as well as interactive and with plenty of time set aside for hands-on practice. The atmosphere was very professional yet friendly and intimate at the same time, making everyone at ease to experiment and ask questions.

I now feel prepared to start working towards getting my ICF accreditation and have all the tools to immediately start putting my coaching skills into practice. I have become more self-aware and improved my listening and communication skills. It was on both a professional and personal level a truly great experience that I can highly recommend.”

Monika

Overview of the programme

Mannaz





Detailed programme

Introductory webinar

Detailed introduction to the programme and a discussion on coaching in the leadership landscape.

Module 1 – Intensive Learning 1 (6 x 0.5 days virtual delivery)

Session 1 -2: Explore coaching core principles and the foundational skills of coaching, including listening.

Session 3-4: Master speaking with clarity through practical exercise, feedback, permission, acknowledgement and questions. Introduction to the Coaching Conversation Cycle.

Session 5-6: Understand the structure for coaching conversations and introduction to SMARTER and PURE goals.

**There will be additional take-home assignments*

You will leave this first module ready to go out and coach. You will have a “coaching buddy” to practice with on a regular basis and observation feedback to work on and will coach internally as part of your in-role practice. You will also have an assignment to complete prior to Module 2.

Module 2 (2 x 90 minute webinars)

Webinar 1: Introduction to formal coaching – Explore elements of a formal coaching series or engagement. Time is also allocated for participants to ask questions and share how your in-role coaching practice is progressing.

Webinar 2: Introduction to accelerator sessions – you will discover how to anchor an ongoing coaching programme within the structure of a series of regular individual coaching conversations. Time is also allocated for all of your fellow participants to ask questions and share how your in-role coaching practice is progressing.

You will leave this module being able to initiate and progress with a formal or informal coaching package as part of in-role activities.

Module 3 – Intensive Learning 2 (6 x 0.5 days virtual delivery)

Session 1-2: Develop understanding of models that support critical elements of coaching such as agreements, ethics and mental health. The science and art of goal setting and goal generation within a coaching engagement.

Session 3-4: Deepen understanding of how neuroscience underpins great coaching skills and develop own presence as a coach by increasing self-awareness. Working with processes of change and how to enable the optimal coaching conditions for effective and sustainable change to occur.

Session 5-6: Explore the differences of team and performance development coaching. Learn how to complete a formal coaching series and refine your skills as a successful Coaching Leader in your organisation as we explore formal feedback tools, developing coaching cultures within organisation and establishing ROI.

You will leave this module with the coaching skills and the confidence required to create meaningful impact back in their roles.

Module 4 (2 x 60 minute webinars)

Webinar 3 & 4 – Establish your success as a Coaching Leader through focused supervision and support in terms of your ongoing development using coaching skills.

You leave this module feeling supported as you engage more deeply and broadly into coaching within your own organisation.

“This programme greatly helped me to increase my self-awareness. As an analytical learner, the programme offered great tools and models that helped me understand coaching and be a highly skilled coach. The programme increased my confidence in coaching and I can see the impact I am having on the individuals I coach and the benefits I am bringing back to my organisation. I highly recommend this programme!”

Anna Hiett, Global Head of Sales Training, Finastra

Facilitator

Mira Ma



Since 2000, Mira has been helping ambitious individuals to define and live their personal paths of success, according to their unique values. Mira is an accredited ICF Master Certified Coach (approx. 900 business leaders, 3,000 coaching hours) and a practitioner of multiple established psychometric tools.

Mira coaches and facilitates the learning of senior executives of FMCG, professional services, retail and technology sectors with a focus on strategic leadership across borders. Her clients mainly come from the Fortune 500.

As an MCC, Mira is also a mentor-coach for the PCC and MCC candidates to achieve their credentials and has had an extensive 10-year career in HRD and business management with Giordano, a leading fashion retailer in Asia. She has been a regular recipient of awards in People Developer, Retail Management, Customer Service and



Performance Management. Her experience lies in learning and development, leadership and engagement, creating business value & talent development.

Internal courses

All our courses can be taught at your location. Internal courses have financial advantages and shared learning creates a sense of community within your organisation.

The course is taught for your company exclusively and so adapted to your wants and needs such as whether the course should be hosted virtually or physically.

[Read more about internal courses](#)

This course is also available in Danish

All our English courses have an established [Danish version](#). Internal courses can be taught in either Danish or English as well as physically or virtually – depending on your preferences.

Contact us to hear more about your options.

[Other courses in English](#)

Individual coaching

If you want to focus on your development as, for example, a leader, project manager or even just your personal development, you have the option to complement your programme with coaching sessions.

Coaching is very individual, and we always have coaches with several years of practical experience within your field.

[Read more about coaching](#)

About Mannaz

What is the greatest competitive advantage of any business? What is the most essential asset of any organisation?

Its people.

We deliver courses, programmes and consulting services – all with an emphasis on people and their interactions in organisations.



[Practical learning Knowledge becomes valuable, when put into good use. About Mannaz](#)
[DIEU became Mannaz Mannaz has delivered practical learning since 1975. Our story](#)
[Worldwide learning Offices in Copenhagen, London, Malmö and Aarhus. Global presence](#)
[Explore your potential We offer tailored consulting services See all services](#)

