

# COACHING & BEHAVIOURAL CHANGE PROGRAMMES

EXECUTIVE EDUCATION



## Henley Business School

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**Driven by research,  
inspired by people.**



**Where business comes to life**

# World-class coaching education available in the Nordics

Henley is one of the world's leading business schools and has built an international reputation for the development of executives, teams and organisations. We understand that development programmes have the most impact when they present a blend of research, industry experience and sufficient opportunities for practice and reflection.

Established in 2004, the Henley Centre for Coaching works with individuals and organisations to create a community of more effective leaders, managers and coaches. We offer a range of initiatives including qualification programmes, conferences, research, webinars, blogs and masterclasses.

We innovate constantly, drawing on our cutting-edge research and coaching practice.

## Triple-accredited and innovative coaching programmes

The Henley Centre for Coaching holds triple accreditation in recognition of its consistently high standard of teaching. It has been recognised by the Association of Coaching (AC), the International Coaching Federation (ICF) and the European Mentoring and Coaching Council (EMCC).

Since becoming the first triple-accredited business school to introduce coaching accreditation back in 2004, more than 2,500 managers from across the world have completed or are completing a Henley coaching programme.

As well as providing a vibrant learning community where coaches can network, collaborate and share ideas, Henley delivers innovative projects that showcase its standing as a leading global coaching centre.

“Henley offers the quality assurance of a university qualification, coaching accreditation and the credibility of a leading international business school to help coaches differentiate themselves in an unregulated and competitive market.”

Professor Jonathan Passmore, Director of the Henley Centre for Coaching

**EMCC**  
European Mentoring & Coaching Council



**ACSTH**  
Approved Coach Specific Training Hours  
International Coach Federation



# Developing world-leading coaches the Henley way

## Developing coaches

We develop coaching skills by bringing to our programmes a wide range of evidence-based models, tools and techniques, together with the underlying psychological frameworks. This enables participants to broaden their knowledge, understanding and skills, and develop a psychological mindset which creates wider possibilities for behavioural change. Our focus is pragmatic and experiential, rigorously underpinned by the behavioural sciences.

Our aim is to create resilient coaches. By this, we mean individuals who can coach effectively and appropriately in a range of settings, and with a high level of self-awareness, confidence, understanding and competence. This allows them to handle diverse coaching clients with specific challenges.

## Our faculty

Our programmes are delivered by highly experienced, senior-level practising executive coaches, with strong grounding in both psychology and executive education. Their work in coaching practice and research feeds back into the programmes at Henley. The team includes people with experience in coaching FTSE100 board directors, cabinet ministers and elite athletes. Our faculty has been published in respected journals, written bestselling coaching books and spoken at conferences around the world.

“Henley provided a good basis for me to start my professional coaching business, as I learned to know who I am as a coach and what my competitive advantage is.”

Pirjo Puhakka, Founder and Coach, Thinking Time

## The Henley experience

For years, Henley has been recognised as a prime source for content and research in the area of personal and professional development. The Henley coaching programmes go far beyond simply acquiring skills and coaching techniques. They also emphasise the coaches' own reflective behaviour and awareness, giving participants the ability to employ a wide range of reflective techniques.

Course members in Finland can expect exceptional quality, thanks to both the university qualification from a leading business school and the triple accreditation by international coaching bodies. Our coaching programmes are delivered worldwide, providing a global business context for our coaches through cross-cultural sharing.



# The Henley Professional Certificate in Executive Coaching

As coaching has become a significant part of the learning and development strategy for most organisations, there is a drive for greater professionalism and better quality.

This programme will appeal to anyone who wishes to develop their personal coaching skills, either from within their organisation or as an external provider.

The Henley Professional Certificate in Executive Coaching is designed for those with some previous formal or informal knowledge or experience in coaching.

## Pre-course study

Access your online learning portal including resources from the Academic Resource Centre. Before workshop 1, we invite you to read, reflect and review the online learning. This requires around 3–5 hours of study time.

## Workshop 1 – Self-awareness as a coach

Explore your personal skills and attributes, and your beliefs and values around coaching. This workshop introduces a basic framework for coaching.

## Workshop 2 – Tools and techniques

Try different tools and techniques and understand the underpinning psychological concepts. Carry out your first external client session – either with your own clients or ones we arrange for you.

## Workshop 3 – Integration

Develop your coaching competences using observed sessions with feedback. Integrate all materials into a coherent approach.

## Post-workshop study

Continue with supervision, support and coaching skills development. You will have access to all resources of the Henley Centre for Coaching, including online coaching journals, webinars from leading coaches from across the world and resources to help you set up your coaching business.

## Online sessions

Coaching supervision forms an integral part of the programme through the 9 months of study. Participants will have access to regular online mentoring and supervision sessions during the last 4 months of the programme.

## Assessment

At the end of the programme, assessment takes place through a portfolio that includes a reflection on your development as a coach and a recorded coaching session demonstrating your coaching skills.

## The Henley Professional Certificate in Executive Coaching

PRE-COURSE	WORKSHOP 1 SELF-AWARENESS (2 DAYS)		WORKSHOP 2 TOOLS AND TECHNIQUES (3 DAYS)		WORKSHOP 3 INTEGRATION (2 DAYS)	POST-WORKSHOP STUDY
<ul style="list-style-type: none"> <li>• Reading</li> <li>• Reflection</li> <li>• Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>• What is coaching?</li> <li>• Who am I as a coach?</li> <li>• My personal coaching style</li> <li>• GROW model refresh</li> </ul>	<ul style="list-style-type: none"> <li>• Reading and reflection</li> <li>• Coaching practice</li> <li>• Formative assignment</li> </ul>	<ul style="list-style-type: none"> <li>• Psychological models</li> <li>• Coaching approaches</li> <li>• Tools and techniques</li> <li>• Reflective practice</li> </ul>	<ul style="list-style-type: none"> <li>• Reading and reflection</li> <li>• Coaching practice</li> <li>• Formative assignment</li> </ul>	<ul style="list-style-type: none"> <li>• Solution-focused model</li> <li>• Ethics</li> <li>• Supervision</li> <li>• Integration</li> </ul>	<ul style="list-style-type: none"> <li>• Coach mentoring sessions</li> <li>• Coaching supervision sessions</li> <li>• Online content – videos and reading</li> <li>• Live skills webinars</li> <li>• Coaching practice</li> <li>• Reflective assignment</li> </ul>

Months 1–5

Months 6–9

### Benefits for you

- Experiment with and practise different approaches and tools
- Ongoing feedback to build your confidence and competence
- Wide range of methodologies and psychological frameworks providing the skills needed for different coaching situations and requirements
- External quality assurance statement of coaching training from a leading international business school
- Ongoing supervision throughout the programme
- Coach mentoring to support your skill development
- Access to external senior coaches for practice
- Membership to the Henley Centre for Coaching for the programme duration, with access to benefits, including up to 10 webinars a year, coaching journals, research and blogs, networking opportunities, online discussion forums, coaching contracts and other useful documents
- Alumni status and benefits

### Benefits for your organisation

- Managers are equipped to coach in diverse management development situations
- Can be tailored to any organisation's own coaching culture, with its specific business drivers, values and strategies



**Programme Director**  
**Karen Foy**

Karen Foy has fifteen years' experience as a coach and holds an MSc in Coaching Psychology from the University of East London and a degree in Psychology from the University of Sheffield. Karen is a Professional Certified Coach (PCC) with ICF and is a certified coach mentor. As a past UK ICF Board Director she has led the professional development for UK Coaches and supported the local coaching groups around the country. She has worked with aspiring coaches from global organisations to support their development and learning towards becoming accredited coaches, providing training, mentoring and supervision.

“You coach with your personality. Therefore, it's invaluable to understand your personality-driven strengths and weaknesses as a coach to work with others who are different, allowing you to more effectively interact with them.”

Riikka Mattila, HR Director, Scandic Hotels

### Key facts

- |                  |   |
|------------------|---|
| <b>Duration:</b> | Typically 9 months: 7 days of workshops over 5 months, plus 4 months of coach mentoring, coaching practice, reflection and coaching supervision |
| <b>Fee:</b>      | Tuition fee, 64,500DKK.   |
| <b>Dates:</b>    | Check the workshop dates from our website: <a href="https://www.henley.education/da/coaching">https://www.henley.education/da/coaching</a>      |



# The Henley MSc in Coaching & Behavioural Change

The Henley MSc in Coaching & Behavioural Change is unique in its emphasis on the organisational context for coaching and the opportunity to carry out an original piece of practitioner research in the field. It has been designed to take the understanding and practice of coaching to a deeper, broader level with a focus on working collaboratively to effect behavioural change.

The Henley MSc is designed for those who are using, and intend to develop further, a coaching approach, either in a line management role or as a professional executive coach. Other typical applicants are managers seeking to build and extend a business-focused coaching culture within their organisation.

Stage 1: The Henley Postgraduate Certificate in Coaching & Behavioural Change			Stage 2: The Henley Postgraduate Diploma in Coaching & Behavioural Change			Stage 3: The Henley MSc in Coaching & Behavioural Change	
INTRODUCTORY DAY	PROFESSIONAL CERTIFICATE IN EXECUTIVE COACHING	NEUROSCIENCE & PSYCHOLOGY FOR BEHAVIOURAL CHANGE	ADVANCED COACHING PRACTICE	GROUP DYNAMICS AND SYSTEMS THINKING	BECOMING A REFLECTIVE PRACTITIONER	DISSERTATION	PERSONAL PROJECT
	2 x 2-day workshops and 1 x 3-day workshop  Assignment 2,000 words Recorded coaching session  15 ECTS	2 x 3-day workshops and 1 x 4-day workshop  Assignment 5,000 words  15 ECTS	2 x 3-day workshops  Assignment 5,000 words  10 ECTS	2 x 3-day workshops  Assignment 5,000 words  10 ECTS	2 x 3-day workshops  Assignment 5,000 words  10 ECTS	2 x 1-day workshops and 2 x 2-day workshops  Assignment 15,000 words  20 ECTS	Assignment 5,000 words  10 ECTS
9 months, 18 workshop days			9 months, 18 workshop days			9 months, 6 workshop days	

## Stage 1: The Henley Postgraduate Certificate in Coaching & Behavioural Change

Stage 1 comprises of the Henley Professional Certificate in Executive Coaching and the Neuroscience & Psychology for Behavioural Change modules.

Explore in depth some of the evidence-based tools and techniques that can support powerful coaching conversations, including cognitive behavioural coaching, motivational interviewing, and acceptance and commitment-based coaching. By studying relevant psychological theories and the latest research in neuroscience, you can resolve issues, overcome barriers and embrace new behaviours and ways of thinking.

Participants who have completed the Henley Professional Certificate in Executive Coaching within the last 5 years are exempt from the first module in stage 1.

## Stage 2: The Henley Postgraduate Diploma in Coaching & Behavioural Change

In stage 2, participants investigate the principles and practice of coaching supervision and have the opportunity to work with a Henley-qualified supervisor.

The three-module diploma stage develops selected themes from the Henley Professional Certificate in Executive Coaching. It explores the difficult situations a coach can face, including interpersonal issues, coaching topics and contextual issues such as cross-cultural coaching as well as coaching and behavioural change in the international arena, plus the business of coaching itself.

This stage further emphasises groups, teams and the organisational level of coaching and behavioural change. Participants develop an understanding of 'the system' rather than the individual response and learn the dynamic nature of relationships. It builds upon the psychodynamic models introduced in the Henley Professional Certificate in Executive Coaching and enables the participant to achieve a higher level of self-awareness and behavioural flexibility.

## Stage 3: The Henley MSc in Coaching & Behavioural Change

Stage 3 comprises a dissertation and a personal project. The dissertation is a master's level research project investigating a topic on coaching and behavioural change chosen by the participant. This provides the opportunity for a critical examination of the topic and a platform for further professional development. The module is supported by research and data analysis workshops. Participants have the guidance of an individual supervisor.

Begun during stage 1, the personal project encourages participants to identify themes of personal development as a coach to be followed over the entire programme duration. It is designed to be reflective in nature and complementary to the dissertation.

Organisations increasingly look to coaching to help executives work through challenging business issues, drawing coaches from within the organisation or from outside. All coaches need both first-class coaching skills and the business acumen to apply those skills appropriately. The Henley MSc in Coaching & Behavioural Change addresses both of these requirements.



### Programme Director Dr Rebecca Jones

Rebecca Jones is an Associate Professor in Coaching at Henley, having completed her PhD on coaching effectiveness at Aston University. She is passionate about evidence-based practice and is a frequent contributor to coaching literature, writing for and speaking to academic, practitioner and professional bodies. The host of The Coaching Academic podcast, she is also the current Managing Editor for Applied Psychology: An International Review.

#### Benefits for you

- Understand the dynamics of coaching relationships: individual, team and organisational
- Increase your range of coaching tools and techniques and know when and how to deploy them
- Learn from leading names in the field
- Develop the judgement that facilitates the coaching of senior managers
- Build an understanding of the psychological processes involved in behavioural change and how coaching can be used effectively to support this
- Build mastery and confidence in coaching by broadening your knowledge and understanding of yourself and others
- Experience coaching supervision
- Apply your coaching skills to a practitioner's research to develop your ability to align coaching with business objectives
- Membership to the Henley Centre for Coaching for the programme duration
- Alumni status and benefits

#### Benefits for your organisation

- Applied practitioner research relevant to organisational coaches and a behavioural change context
- Development of understanding for a sustainable coaching culture
- Quality assurance around provenance of executive coaches

“If you want to further your career as a coach, then the Henley MSc in Coaching & Behavioural Change will help you – and your clients – to be more successful. The teaching faculty are experienced professionals who are well published and recognised, and they have a positive attitude from which you will benefit.”

John McCormick, DMC Coaching LLP,  
The Henley MSc in Coaching & Behavioural Change

#### Key facts

**Duration:**

Part time, scheduled over 30 months. Successful completion of each stage will be required before progression to the next.

**Fee:**

Information available on request. Please contact us: [a.matula@henley.ac.uk](mailto:a.matula@henley.ac.uk)

# The Henley Centre for Coaching

“The MSc has been instrumental in my continued professional education and has given me access to an impressive alumni network.”

Kirstie Papworth, Director – Tangerine Thistle,  
The Henley MSc in Coaching & Behavioural Change

The Henley Centre for Coaching is a vibrant community of practicing coaches, offering qualification programmes, networking and research activities and a comprehensive membership model.

Over the past decade, Henley Business School has established itself as the global leader in university-based coach education and research. Our Professional Certificate in Executive Coaching now runs multiple intakes in a range of locations across Europe, the Middle East and Africa, while our MSc in Coaching & Behavioural Change is delivered annually from our beautiful Greenlands campus, next to the River Thames in the heart of the countryside, just 40 miles from central London.

In addition to our coaching programmes, the Centre for Coaching offers resources for all coaches to support their continued professional development. The Centre offers webinars, masterclasses, supervision, partnerships with professional bodies, and an annual conference, with many of its events counting towards Continuous Professional Development (CPD). Our masterclasses cover topics including setting up and marketing your coaching business. Our network, reputation and the Henley team make Henley Business School the perfect choice for those looking to continue their learning journey.

## A practitioner research centre of excellence

Students from the earlier cohorts of the Henley MSc in Coaching & Behavioural Change have already delivered some outstanding practitioner research, investigating topics such as performance anxiety in coaches, addressing resistance to change, and exploring successful mentoring relationships.

The international reputations of our coaching team members in coaching research has led to an increasing number of practitioners that select Henley to continue their studies through doctoral research. We have a growing team of doctoral researchers, with bursaries available for the best proposals.

This team innovates constantly, drawing on our cutting-edge research and coaching practice. For example, we led the European Coaching & Mentoring Research Project and have recently developed innovative programmes, such as Ershad Coaching.

## Membership benefits

The Henley Centre for Coaching offers its members a virtual learning environment where they can shape research and practice in coaching.

Key benefits of the membership include:

- Ability to hold virtual conversations, to explore and develop new ideas together
- Research reports and newsfeeds of curated highlights to keep you up-to-date with all the latest thinking and developments in coaching
- Access to online coaching magazines
- Online access to the Academic Resource Centre
- Free access to around 10 live webinars per year
- Annual networking events to help you build your coaching network

## Becoming a member

Annual membership is available to all professional coaches. Current membership options include:

- Student membership
- Alumni membership
- Associate membership

Your programme fees include membership in the Centre for the period of your study.

After completion of your studies, you can opt to continue as a member of the Centre at a discounted fee as an alumni member. Membership is a natural step for Henley coaching alumni. It provides an opportunity to stay in touch, continue your development and be a part of the growing international coaching community.

You will benefit from the network you build whilst you are studying and continue to benefit from lifelong connections you have made as part of the Henley coaching community.

For more information, please see:  
[henley.ac.uk/coachingcentre](http://henley.ac.uk/coachingcentre)