



Level 3 Certificate in Effective Coaching and Mentoring with **Neuroscience** Fundamentals

a 100% online certificate programme



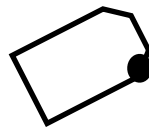
About this programme:

This certificate program aims to teach you foundational skills in neuroscience in coaching and mentoring practice. You'll gain an understanding for how the brain works. This underpins the foundation of becoming an effective coach and mentor that will result in enhancing your managerial/leadership skills or building on your own coaching and mentoring practice.

In this programme you will learn how to develop your own brand, build confidence as a neuroscience coach and mentor, and demonstrate competence either as an internal leader who coaches/mentors within the business or a coach/mentor practitioner. You will also conduct your own coaching and mentoring sessions, that will count as hours towards your credentials as a coach and mentor.



9-18 months to complete



R 46 200 (excl. 15% VAT)



3-4 hours weekly
Plus research and assignments

We cover all ICF core competencies under the following: foundation, co-creating the relationship, communicating effectively, cultivating learning and growth. These four categories include the following core competencies:

1. Demonstrates ethical practice

Definition: Understands and consistently applies coaching ethics and standards of coaching

2. Embodies a coaching mindset

Definition: Develops and maintains a mindset that is open, curious, flexible and client-centered

3. Establishes and maintains agreements

Definition: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.

4. Cultivates trust and safety

Definition: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.



5. Maintains presence

Definition: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident

6. Listens actively

Definition: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression

7. Evokes awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy

8. Facilitates client growth

Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

You'll walk away from this programme confident in your ability to :



- ⑧ Conduct well-managed and effective coaching interventions using neuroscientific principles
- ⑧ Conduct effective mentoring sessions, understanding how neuroplasticity works through mentoring models
- ⑧ Be able to evaluate how you show up as a neuroscience coach and mentor
- ⑧ Understand how to apply your knowledge of neuroscience to support your client to reach their coaching and mentoring goals
- ⑧ Evaluate and assess the development of your coaching and mentoring competencies and skills
- ⑧ Compile your one-page bio
- ⑧ Build and evaluate your confidence and self-awareness as a neuroscience coach and mentor
- ⑧ Evaluate the development of your core neuroscientific coaching and mentoring competencies and skills
- ⑧ Evaluate client progress and prepare for closure

***In 2023 the International Coaching Federation released its Global Coaching Study and estimated the annual global coaching turnover to be worth USD 4,564 billion.



This programme is for you if you:



Are a manager who's looking to develop yourself and others in the workplace through coaching and mentoring



Want to start your own practice



Want your expertise in coaching and mentoring validated with a certificate from NIB

**Certificates of competence are issued in your legal name upon successfully completing a programme according to the programme completion criteria outlined during the programme.

Who should take this programme:

This programme is designed for anyone with an interest in coaching and mentoring as a profession. It is most suited to managers/ leaders seeking to adopt a neuroscientific approach to coaching and mentoring, looking to gain the skills and confidence to coach and mentor others as part of their normal role at the workplace. It's also the ideal starting point for a career in coaching and mentoring or starting your own practice. Amongst the previous participants were managers at the workplace, existing coaches, industrial psychologists, entrepreneurs, retirees and human resource managers looking to consolidate, update and validate their skillset with a certificate from NIB.

What will you learn:

This online programme integrates media such as videos, infographics, and e-learning activities as well as traditional didactic components such as written study guides (programme notes). You will learn about:

- ⊗ Basic neuroscience
- ⊗ Developing people with powerful brain-based coaching and mentoring tools
- ⊗ Approach and avoid states in neuroscience
- ⊗ Component bands, neurotransmitters and neuro rhythms
- ⊗ Gaining confidence to coach and mentor effectively based on neuroscientific principles
- ⊗ Neuroplasticity, apoptosis and synaptic pruning and its relevance and application to coaching and mentoring
- ⊗ Coaching and mentoring models such as A.R.R.O.W and the mentoring relationship model
- ⊗ Analysing, assessing and planning to improve your own coaching and mentoring ability
- ⊗ The ability to grow self, individuals and teams more effectively through neuroscientific principles
- ⊗ Using the correct tools for succession planning





What can you do with this certificate:

- ⊗ Workplace coaching and mentoring
- ⊗ Business coaching and mentoring
- ⊗ Life coaching and mentoring
- ⊗ Team coaching and mentoring
- ⊗ Facilitation in groups
- ⊗ Start your own practice

Choose a combination of the following to complete your certificate:

Mandatory units

- ⊗ Neuroscience
- ⊗ Understanding good practice in neuroscience coaching within an organisational context
- ⊗ Understanding good practice in neuroscience mentoring within an organisational context

Now choose from either group 1 or group 2.

Group 1

- ⊗ Undertaking an extended period of neuroscience coaching within an organisational context
- ⊗ Reflecting on neuroscience coaching skills within an organisational context

OR

Group 2

- ⊗ Undertaking an extended period of neuroscience mentoring within an organisational context
- ⊗ Reflecting on neuroscience mentoring skills within an organisational context



Programme modules:

Neuroscience Fundamentals

- ④ Neuroscience

Neuroscience Coaching Modules

- ④ Understanding good practice in neuroscience coaching within an organisational context
- ④ Undertaking an extended period of neuroscience coaching within an organisational context
- ④ Reflecting on neuroscience coaching skills within an organisational context

Neuroscience Mentoring Modules

- ④ Understanding good practice in neuroscience mentoring within an organisational context
- ④ Undertaking an extended period of neuroscience mentoring within an organisational context
- ④ Reflecting on neuroscience mentoring skills within an organisational context



The following modules contribute to the holistic approach that your learning path takes:

Module 1 : Neuroscience

Learn about:

- ⦿ Different parts of the brain relating to coaching and mentoring
- ⦿ Neurotransmitters
- ⦿ Hormones
- ⦿ Thoughts and emotions from a neuroscientific perspectives
- ⦿ Neuroplasticity, neurogenesis, habit forming, apoptosis and synaptic pruning
- ⦿ Nested systems and casual chains

Module 2 : Understand good practice in neuroscience coaching within an organisational context

Learn about the:

- ⦿ Role of neuroscience coaching in the workplace
- ⦿ Behaviours required by a neuroscience coach at the workplace
- ⦿ Skills, abilities and characteristics of an effective neuroscience coach
- ⦿ Importance of confidentiality
- ⦿ Developmental goals that can be met through neuroscience coaching
- ⦿ Purpose and content of contracting
- ⦿ Nature, purpose and importance of coaching records
- ⦿ Progress monitoring methodologies and records
- ⦿ Barriers to neuroscience coaching in the workplace

Module 3 : Undertaking an extended period of neuroscience coaching within an organisational context

Learn how to:

- ⦿ Plan and organise your own neuroscience coaching sessions at the workplace
- ⦿ Start your journey of completing your hours towards effective neuroscience coaching activity at the workplace
- ⦿ Collect feedback from coaching clients on own performance as a neuroscience coach
- ⦿ Develop and improve your own coaching practice
- ⦿ Plan your own continuing development as a neuroscience coach at the workplace



Module 4 : Reflecting on neuroscience coaching skills within an organisational context

Be able to:

- ⊗ Assess your own abilities and characteristics as a neuroscience coach
- ⊗ Reflect on your own communication and interpersonal skills when conducting neuroscience coaching
- ⊗ Summarise your neuroscience coaching reflections and plan for future development needs

Module 5 : Understanding good practice in neuroscience mentoring within an organisational context

Understand:

- ⊗ The context for effective neuroscience mentoring at the workplace
- ⊗ The nature and purpose of neuroscience mentoring at the workplace
- ⊗ Formal and informal neuroscience mentoring at the workplace
- ⊗ The role and responsibilities of an effective neuroscience mentor and mentee
- ⊗ Environmental considerations to ensure quality neuroscience mentoring
- ⊗ The range of barriers that may exist

Module 6 : Undertaking an extended period of neuroscience mentoring within an organisational context

Be able to:

- ⊗ Plan and organise formal neuroscience mentoring sessions
- ⊗ Summarise and analyse a period of formal neuroscience mentoring within the workplace using stakeholder feedback
- ⊗ Start your journey of completing your hours towards effective neuroscience mentoring activity at the workplace
- ⊗ Know how to use supervision to enhance neuroscience mentoring at the workplace

Module 7 : Reflecting on neuroscience mentoring skills within an organisational context

Be able to:

- ⊗ Assess your own abilities and characteristics as a neuroscience mentor at the workplace
- ⊗ Reflect on your own communication and interpersonal skills when mentoring
- ⊗ Demonstrate your own understanding of your effectiveness as a neuroscience mentor at the workplace



Earn a certificate from NIB:

Students who successfully complete the programme will receive a Certificate of Completion from NIB. You will also earn a digital badge: Level 3 Certificate in Effective Coaching and Mentoring with Neuroscience Fundamentals

How do assessments work:

Your knowledge of neuroscience in coaching and mentoring is assessed through quizzes and assignments. There are seven assignments in total with specific due dates. Learners will have ample time to complete assignments. All assignments pertain to your work environment or a selected work environment.

Learners are required to start with their coaching and mentoring hours as soon as they have completed the online videos. There is no final exam, and there are no joint or group assignments on this programme.

Certificate Criteria:

In order to be issued with a certificate, you will need to meet the requirements outlined. Your Certificate of Competence will be issued in your legal name and e-mailed to you. All certificate images are for illustrative purposes only and may be subject to change at the discretion of NIB.

Technical Requirements:

In order to complete this programme, you'll need the following:

- Access to a computer, internet and current email account
- Be familiar with using a computer and accessing the internet
- Be able to view Microsoft PowerPoint presentations, and read and create documents in Microsoft Word.
- Be able to read documents in Adobe PDF Reader. Installing Adobe Flash Player will give you full access to certain programme content, such as interactive infographics. However, you'll still have access to this content in the form of a downloadable PDF transcript if you'd prefer not to use Flash.

Browser Requirements:

We recommend that you use Google Chrome as your internet browser when accessing our Online Campus. Although this is not a requirement, we have found that this browser performs best for ease of access to programme material.



Additional Requirements:

Certain programmes may require additional software and resources. These additional software and resource requirements will be communicated to you upon registration and/or at the beginning of the programme. Please note that Google, Vimeo, and YouTube may be used in our programme delivery, and if these services are blocked in your jurisdiction, you may have difficulty in accessing programme content. Please check with the programme coordinator before registering for this programme if you have any concerns about this affecting your experience with the online campus.

Who is NIB?

NIB is an established brain-research and training organisation operating from Cape Town, South Africa and an accredited ILM centre.

NIB's objective is to further develop organisations by offering a holistic approach that includes individuals, teams and the organisation through powerful brain-based programs, workshops and accredited programmes.

NIB offers a range of internationally accredited neuroscience-based coaching, leadership and management programmes to individuals seeking to gain the skills and confidence to coach, mentor or lead and manage more effectively.

Who is the ILM?

ILM is the UK's largest awarding body for leadership and management qualifications and has partnered with over 2 000 centres globally. These comprise of private training providers, further and higher education colleges and employers delivering in-house management training.

ILM ensures that programmes are well designed and appropriate for delivery at the stated level. They set the parameters of programme content and are able to remove ILM centre status from any training organisation aligned to them that fails to meet their standards.

ILM's unit-based qualifications offer centres an unprecedented level of input into the design of the programmes that they deliver. ILM's broad unit-based qualifications portfolio, unrivalled choice and flexibility, enable trainers to easily build and adapt programmes to meet key developmental needs.





Start your neuroscience coaching and mentoring journey TODAY!

ENROL NOW

Use the link

or

Scan the QR code



Contact us:

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