



# 11252NAT

## Graduate Certificate in Organisational Coaching



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🕒 8-12 months 📍 Live Online 4 units

Organisations always need to invest in their workforce in order to innovate and evolve, and having an in-house or consulting coach ensures a strategic eye is always on the ball. This course provides you the unique skills to identify workforce opportunities, grow strengths, spot weaknesses and close skills gaps to deliver a competitive team. Through this Graduate Certificate course will be able to create a coaching culture, strategically developing the workforce and leadership team to excellence.

This Graduate Certificate in Organisational Coaching course you with the advanced coaching qualification and skills required to become an effective leader and an organisational coach.



## Why project management skills are critical

Organisations always need to invest in their workforce in order to innovate and evolve, and having an in-house or consulting coach ensures a strategic eye is always on the ball.

This course gives participants the unique skills to identify workforce opportunities, grow strengths, spot weaknesses, and close skills gaps to deliver a competitive team.

Participants in the 11252NAT Graduate Certificate in Organisational Coaching can create a coaching culture, strategically developing the workforce and leadership team to excellence.

This qualification develops the skills to:

- apply coaching practices in organisational settings
- influence others to gain commitment as you implement coaching strategies
- develop options for addressing problems in the workplace, and apply communication and negotiation skills
- become skilled at using tools to identify individual characteristics, strengths, and behavioural preferences at work

- identify organisational priorities and set goals for both individuals and the team at work
- identify learning gaps and create opportunities in the workplace to grow skills, all while growing a coaching culture.

## Course inclusions

- access to industry experts who facilitate the workshops
- program materials and manuals used in the workshops, which double as a take-home resource
- templates, tools, and many other resources are provided
- assessment and study support.

## Who should attend?

This graduate qualification is suitable for:

- management professionals seeking to develop and lead a coaching culture in their organisation
- coaching professionals who want to develop their own organisational coaching practice or gain a credible qualification
- those with a recognised bachelor degree as well as three years of managerial work experience (standard entry)

- those with a recognised diploma as well as five years of managerial work experience (non-graduate entry).

## Entry requirements

Applicants should have at least 12 months of full-time work experience.

## Stand out

This highly prestigious coaching qualification:

- focuses on real world, relevant global contexts
- formalises your experience and delivers an accredited
- qualification, preparing you for international accreditation
- connects you with professional peers, while learning from
- industry experts
- encourages you to think differently and elevate your
- coaching skills and credibility to a higher level
- fully aligns to future trends in coaching capabilities.

## Fees

The total fee for the 11252NAT Graduate Certificate in Organisational Coaching is \$14,385. Fees are reviewed each year and are subject to change. ***Skills first funding and concessions may apply.***

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This Graduate Certificate course enables pathway into Master-level (MBA) programs, has alliance with Chartered Management Institute (CMI) and attracts benefits from the Institute of Managers and Leaders (IML).

## The Swinburne Edge difference

Swinburne Edge's accelerated qualifications are designed for working professionals to maximise the learning outcomes and minimise time spent out of the office or away from home.

**97%**

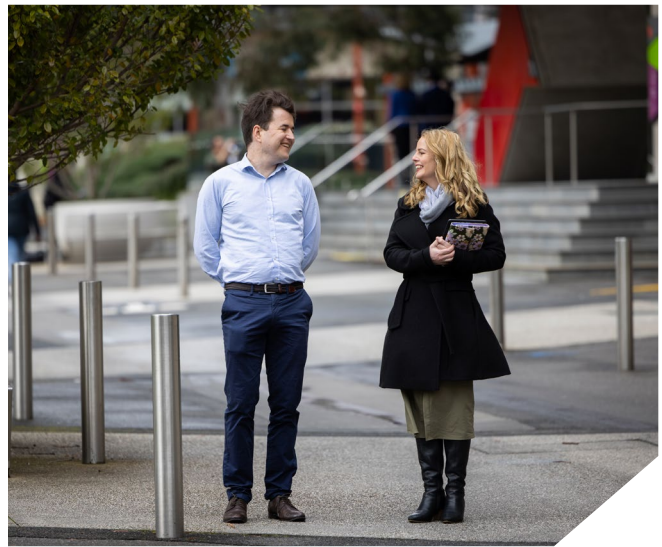
**of participants were satisfied with their Swinburne Edge facilitator.\***

\* n = 99 (2018-2019), course-specific statistic.

**96%**

**of participants were satisfied with Swinburne Edge's course content.\***

\* n = 99 (2018-2019), course-specific statistic.



## Benefits for individuals

- Access to accreditation and memberships including the International Coach Federation, Chartered Management Institute, and Institute of Managers and Leaders. Further information can be found on the last page of this brochure.
- You can enroll at any time, choose your workshop days, and by accelerating your qualification, learn in focused workshops that get you qualified faster.
- Our Customer Development Advisors and facilitators are on hand to provide advice and answer your questions.
- Participants learn alongside professional peers and enjoy a unique shared experience that fosters new ideas, reflection, diversity, and innovation.
- Our expert facilitators deliver our qualifications to ensure our participants enjoy the best learning experience possible.
- Facilitators each have extensive experience across a range of leadership and coaching roles and can impart real life case studies and relevant industry know-how.
- Our facilitators are dynamic and engaging professionals with a true passion for teaching, handpicked by us.

## Benefits for organisations

- A strong upcoming workforce, who are motivated and coached to exceed expectations within your organisation ensures you've got the necessary skills for retaining a competitive edge in the years to come.
- We work directly with a range of organisations to ensure they have the necessary coaching skills in-house so they can maximise the expertise of their teams.
- Our Consultants work hand-in-hand with clients to roll out the Graduate Certificate in Organisational Coaching to suit you and your team, including customisation to fold in your own projects.
- Clients are allocated a Swinburne Professional Project Manager of their own, ensuring participants are supported, outcomes are reported, and training is delivered.

"This qualification is rich in content, well presented, and challenging, but travels at a reasonable pace. There was plenty of opportunity to loop back on discussions and content when I needed to, so I felt really supported while I learnt."

**Siska**

Participant, Graduate Certificate in Organisational Coaching



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The **Graduate Certificate in Organisational Coaching** is delivered in unit clusters. Each vertical block of clusters and units shows the number of workshop days.

UNIT CODE	UNIT TITLE		DURATION
NAT11252001	Provide coaching in the workplace	CORE UNITS	4 days
NAT11252002	Evaluate coaching needs and interventions		4 days
NAT11252003	Apply professional coaching practices	ELECTIVES	4 days
BSBLDR811	Lead strategic transformation		4 days



NATIONALLY RECOGNISED  
TRAINING

**Schedule details:** Workshop times may vary but are usually 9:00am to 5:00pm; details will be confirmed upon enrolment.

For full unit descriptions, visit <https://training.gov.au> and type the unit code into the search function.



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## Cluster overview

### Provide Coaching in the Workplace

*Duration:* 4 days

*Location:* Online, delivered live

*Units:*

NAT11252001 Provide coaching in the workplace

This unit is a core building block of this qualification and develops the skills that are central to providing coaching in the workplace.

Designed specifically to address the International Coaching Federation (ICF) competency standards, you will learn the difference between coaching, consulting and mentoring, and how to design coaching sessions.

Participants will also learn how to establish trust, manage progress and accountability, overcome resistance, and lead focus sessions for success.

#### Learning objectives

Participants will be able to:

- design actions and manage planning and goal setting
- establish a coaching presence, ask powerful questions, and actively listen
- create awareness, give feedback and empower clients with a belief in coaching
- use a range of tools to identify individual characteristics, strengths, and behavioural preferences at work
- successfully respond to change resistance.

### Evaluate Coaching Needs and Interventions

*Duration:* 4 days

*Location:* Online, delivered live

*Units:*

NAT11252002 Evaluate coaching needs and interventions

Professional coaches need to be able to quickly and accurately assess the coaching needs within both an organisation and the individuals that make up the workforce.

In addition, they need to be able to create the coaching programs and interventions to resolve this and evaluate them to ensure they're delivering results.

This unit develops these skills, ensuring participating coaches can approach their roles with confidence and work to an international standard as defined by the International Coaching Federation.

#### Learning objectives

Participants will be able to:

- identify, and work to, professional coaching practices and standards
- determine the coaching needs for both an organisation and a worker
- establish the coaching agreement and evaluate the coaching outcomes based on the parameters set in the agreement
- use advanced coaching skills, practices, and tools.



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## Cluster overview

### Apply Professional Coaching Practices

*Duration:* 4 days  
*Location:* Online, delivered live

*Units:*  
NAT11252003 Apply professional coaching practices

This unit is focused on teaching coaches how to establish truly collaborative partnerships with their clients and supporting their developmental needs, as they build capability and enhance their performance.

#### Learning objectives

Participants will be able to:

- build their clients' self-awareness by using a range of theoretical and evidence-based models, external sources, and structured input.
- apply evidence-based models, tools, and techniques to improve their clients' effectiveness and innovation.
- establish their clients' expectations and goals, with built-in measures for success, ensuring they align with both the client and the organisation.
- maintain an open and fluent communication with their client, listen deeply, and apply a wide range of questions to facilitate insight and identify hidden assumptions, blindspots, and biases.
- empower clients to develop their awareness of their current level of performance, and how this performance fits into the current organisational needs.
- facilitate their clients' awareness of their thought patterns, actions, and feelings as they affect performance at work.
- challenge and motivate their clients to achieve their goals.

### Lead Strategic Transformation

*Duration:* 4 days  
*Location:* Online, delivered live

*Units:*  
BSBLDR811 Lead personal and strategic transformation

Leaders must be able to respond strategically, acting as transformational agents in response to multiple drivers for change.

They seek to improve competitive advantage through transformation of individual, team, and operational capabilities.

This unit explores your own leadership and coaching style and how you apply it to others. You will also learn transformational and collaborative practices, and strategic leadership.

#### Learning objectives

Participants will be able to:

- reflect on their own leadership style and evolve
- lead transformation by example
- model and cultivate collaborative thinking
- provide strategic leadership during times of dynamic change.



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## Accreditation and Memberships

### ICF Accreditation

The 11252NAT Graduate Certificate in Organisational Coaching is accredited with the [International Coach Federation \(ICF\)](#) which is the premium international professional body for coaches, and has been approved with 134.38 coaching hours to meet the Accredited Coach Training Program (ACTP) requirements of the ICF.

The program has been specifically written to meet the ICF Core Competencies and Code of Ethics.



### Chartered Manager, Chartered Management Institute

The Chartered Management Institute (CMI) is a chartered professional body dedicated to promoting the highest standards in management and leadership excellence.

Professionals who successfully complete the assessment for the BSBLDR801 Lead personal and strategic transformation unit as part of the Graduate Certificate will qualify for the internationally recognised Level 7 Strategic Leadership Certificate and access to the Chartered Manager designation; the highest level of leadership recognition, via the institute's alliance with CMI UK.

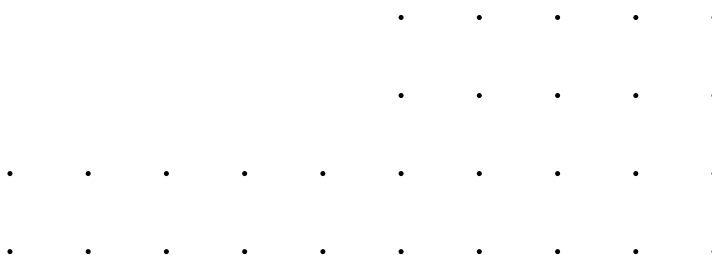
A CMI designation can increase employability, is internationally recognised, can open doors to making stronger professional connections, and can improve management skills and strategic thinking via the ongoing continuing professional development process.



### Affiliate Membership, Institute of Managers and Leaders




The Membership to the Institute of Managers and Leaders (IML) has been supporting leaders and managers for over 75 years by offering professional accreditations, events, business tools, online resources, and more.

Participants who enroll into the Lead Personal and Strategic Transformation unit automatically gain access to an affiliate membership to the IML for the duration of their studies (up to five years) plus 12 months.





## Contact us

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