



THE HENKA INSTITUTE™
ORGANISATIONAL COACHING
AND TRANSFORMATION

Henka Diploma™ in Transformational Coaching

The **Henka Diploma™** is a rigorous experiential training programme designed to bring a coaching culture to corporations. It embraces pioneering coaching techniques and philosophies that are successful in transforming organisations.

Those attending are typically experienced managers, trainers or consultants who want to add coaching to their skill set and have impact on organizational transformation.

The Henka Diploma™

Held over a 5 days of 8 hours (plus 4 hours of homework), participants work with the **Henka Model™** to learn how coaching can transform organisations from within.

The Henka Diploma™

- 1 Build a strong professional client relationship based upon trust, respect and rapport.
- 2 Draw upon coaching skills to promote client development, encourage breakthrough and deepen understanding.
- 3 Align coaching to the transformation and organisational context.
- 4 Manage effective closure to exceed client, coach and sponsor expectations.

Module 1: Leadership and Energising. You will:

- Clarify your understanding of ethical guidelines and professional standards.
- Develop the skill of creating a space for psychological safety with both individuals and teams.
- Develop a clear understanding of contracting with client, coach and sponsor.
- Develop your confidence, presence and range as a coach.
- Experience and work with ambiguity in the coaching process.
- Start to develop your own personal, unique coaching framework.
- Establish coaching relationships to promote coaching practice during the Diploma and ensure that the client is empowered.
- Understand the concepts in a leadership, organisational and transformational context.

Module 2: Communication and Connection. You will:

- Enhance your listening to the **Henka™** level.
- Develop an understanding of the power of intuition.
- Develop the ability to ask powerful questions.
- Develop an understanding of the power of language in coaching.
- Develop an understanding of the power of acknowledgement.
- Explore how curiosity can build trust and develop awareness.
- Consider the role of emotions in coaching.
- Clarify the boundaries of coaching.
- Understand the concepts in a leadership, organisational and transformational context.



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Module 3: Culture and Identity. You will:

- Understand negative self-talk and how it impacts personal and business life.
- Understand your own values and how critical values are in a coaching conversation.
- Explore why managing your own emotions and experiences is critical.
- Introduce creativity into coaching conversations.
- Develop the skill of playing back exactly what you see, feel or observe.
- Explore the roles of challenging and championing in coaching.
- Understand the concepts in a leadership, organisational and transformational context.

Module 4: Purpose, Passion and Belief. You will:

- Learn and practice the **Henka Model™** to achieve beneficial outcomes for groups.
- Develop an understanding of the power of perspectives.
- Understand the concepts in a leadership, organisational and transformational context.
- Explore the role of developing a purpose to impact statement.

Module 5: Sustainable Transformation. You will:

- Understand the importance of designing goals, actions and accountability.
- Understand the importance of integration and transformation.
- Manage the process of providing healthy closure to coaching sessions and journeys.
- Understand the concepts in a leadership, organisational and transformational context.

Achieving your Coaching Qualification

The **Henka Diploma™** will be accredited by the International Coaching Federation and provides 44 accredited coach training hours (ACSTH). If combined with the **Henka Certificate™** it provides 60 accredited coach training hours (ACSTH). You will be evaluated as follows:

- 1 Completion and full attendance of the five modules of the **Henka Diploma™**, including a number of recorded supervised sessions.
- 2 Completion of the assigned homework.
- 3 Having a minimum of two practice clients during the programme.



Accredited by the



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