

# Five-day Intensive Professional Development Certificate in Evidence- based Executive Coaching

Facilitated by **Dr Michael Cavanagh**, the founder of the Coaching Psychology Unit at School of Psychology, the University of Sydney and **Dr Travis Kemp**, Adjunct Professor in the University of South Australia's Business School.

Join us at **The George, Parkview Avenue, Christchurch** on 29<sup>th</sup> November – 3<sup>rd</sup> December 2021. Please note that 4th is a self-directed peer coaching practice day. Attendance at all five days is required for the award of the Professional Development Certificate.

## *Our Approach*

The framework for coaching used by the ICCP is a theoretically-grounded, but highly practical evidenced-based model. We strongly believe that the best preparation for effective coaching is a solid grounding in the principles of solution-focused-behavioural change and the supervised application of these principles in systematic coaching practice, both in the training situation and in the workplace. The frameworks, methodologies and coaching skills are the same as are taught in the MSc Coaching Psychology (Sydney).

## *Overview*

### **Days One and Two:**

Clarifying coaching; the Quality Conversations Framework and the Third Generation of Workplace Coaching; The Performance/Well-being Matrix and how to use it; the Seven Principles of Effective Coaching; Applying self-regulation to coaching practice. The Road-map of Change; Skills, Performance and Developmental coaching (Traps and pitfalls to avoid). The role of self-reflection and self-insight; The Four Phases of the Executive Coaching Engagement (and how to avoid problems in each); The Steps to Solutions Model; Solution-focused Coaching; The House of Change; Informal and Formal Models of Coaching; International Coaching Practice.

### **Day Three:**

Structured peer-reviewed coaching practice using tools and models from Days One and Two. Delegates will work in groups of three, coach, coachee and observer, to practice their coaching skills in a structured supportive environment. The notes and reflective practice outputs from Day Three form the basis for Days Four and Five

### **Days Four and Five:**

Recap learnings from Days One and Two. Debrief and reflective practice from Day Three (this is an extremely valuable part of the course, so please come fully prepared to engage in the learning discussions). Working with change; understanding and applying models of change in coaching; dealing with the “difficult” coachee; Mental health issues in coaching practice; when to, and how to refer to a mental health professional; Personality “disorders” in coaching clients and how to deal with them; Understanding and working with complex adaptive systems.

## *Presenters*

### **Michael Cavanagh**

Michael Cavanagh is both a Coaching and Clinical Psychologist. He holds a PhD in Clinical Psychology from Macquarie University. His doctoral research explored the impact of cognitive and behavioural patterns on health-related anxiety.

Michael is currently the Deputy Director of the Coaching Psychology Unit at the University of Sydney, where he and his colleague, Anthony Grant, have developed the world's first degree programme in coaching. The Coaching Psychology Unit is considered to be a world leader in coaching psychology, and students regularly travel from Europe,



the US, Asia and the Middle East to attend their degree courses and shorter professional development workshops.

A registered psychologist, Michael has 20 years' experience in facilitating personal, group and organisational change. He has designed and facilitated training and personal development workshops in Australia, New Zealand, and the UK. He has worked in a variety of public and private enterprises, both in Australia and internationally. He has coached a wide range of individuals, drawn from every level of management, and from a diverse range of organisations

Michael is well respected in the coaching community. He was twice elected National Convenor of the Australian Psychological Society Interest Group in Coaching Psychology – a body of the APS with over 650 members. He also holds the position of Co-ordinating Editor of the International Coaching Psychology Review - an international journal jointly published by the Australian and British Psychological Societies. Michael is the principle author of the Handbook of organisational coaching, the world's most comprehensive standard of coaching service provision, knowledge, competencies and training to date. It is also the first coaching standard to be created under an ISO aligned national standards body. Michael was also a key instigator of the Global Convention on Coaching - a forum created for bringing together a range of coaching bodies internationally to discuss the future of coaching and coach education. And was one also of 4 inaugural members of the international advisory panel for the Harnish Foundation Coaching research fund, a not for profit, New York based organisation founded to promote excellence in coaching worldwide.

### Travis Kemp

Travis is recognised by both industry and professional peers internationally as being amongst Australia's leading practitioners and thought leaders in the fields of executive coaching, leadership, peak performance and organisational psychology. In a career spanning more than 30 years he has worked with board, enterprise, c-suite and executive leaders and their teams across NYSE and ASX listed companies, BRW Top 100 private companies, SME's, start-up, federal, state and local government and not-for-profit sectors and across all industries and professions including technology, science, medicine, biotechnology, health, law, accounting, consulting, mining, engineering, construction, defence, professional services, FMCG, pharmaceutical, telecommunications, financial services, agriculture and banking. His work focusses on identifying, developing and optimising performance of individual leaders, their teams and their enterprises, diagnosing and solving complex leadership and organisational performance challenges and refining, communicating and executing enterprise strategy through effective leadership and evidence-based human dynamics.



Professionally, Travis is a registered Psychologist with area of practice endorsement in Organisational, Exercise & Sport and Counselling Psychology, an internationally accredited Coaching Psychologist, a Certified Human Resources Professional, a Chartered Manager and an experienced independent Company Director and as a result, Travis brings a rich diversity of understanding, competency, capability and insight to leadership, commerce and enterprise.

Previously, he has held a range of senior leadership roles including Managing Director of The Teleran Group Pty. Ltd., Leadership and Talent Director at Lee Hecht Harrison (Australia & New Zealand), MBA Director at the University of South Australia, Global Program Manager for Leadership Assessment at Electronic Data Systems Corporation (EDS) (now Hewlett Packard) and Manager, Human Resources (Asia Pacific) for Faulding Pharmaceuticals (now Hospira).

Travis has published widely in the professional and research literature on leadership, executive performance, education and executive coaching, is co-editor of the international scientific journal, the *International Coaching Psychology Review* and Editorial Panel Member of *The Philosophy of Coaching: An International Journal*.

### Registration opens 1 July 2021

Register online at <https://www.psychology.org.nz/pd-events/nzpss-events/>

IOP and CPSIG Members \$2,700, NZPsS Members \$2,800 and non-Members \$2,900 plus GST.

Bookings contact: [liaison@psychology.org.nz](mailto:liaison@psychology.org.nz)

### Booking Conditions — Cancellation & Refunds:

Cancellation up to 30 working days before event – refund less 20% administration fee. Less than 30 working days before event – no refund but named substitutes will be accepted if the Society is notified. The NZPsS reserves the right to cancel the conference, or a part of, with not less than 30 days' notice, should there be insufficient registrations.

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