

CMIE Assessment Marking Sheet: Unit 5017V1: Coaching practice and theory

Learner Name:		Org:
Initial Assessment	Assessor Name	Date:
Second Marking (leave blank if N/A)	Assessor Name	Date:

CMIE Assessor's Result: Passed / Referred

Introduction
 This unit is concerned with the coaching tools and techniques coupled with the need for relationship building, in order to support organisational objectives, through coaching interventions.

Learning Outcomes
 The Learner will:-

1. Understand the tools and techniques used in coaching practice
2. Understand the need to develop relationships to support coaching practice
3. Understand guidelines and protocols for intervention and the need to develop coaching interventions to meet organisational requirements

Task 1	Assessment Criteria	Pass/Refer	Comments
Explain the cycle of inputs between coach and coachee and evaluate how reflection, self-awareness, dialogue, questioning and listening techniques can be applied, including determining the use of problem solving techniques, to facilitate organisational cultural change. Guideline word count: 800 - 850 words	A.C. 1.1 - Explain what is meant by the coaching cycle		
	A.C. 1.2 - Evaluate the use of reflection, self-awareness, dialogue, questioning and listening techniques within coaching activities to achieve behavioural and organisational change		
	A.C. 1.4 - Determine when problem-solving techniques are appropriate within coaching activities		

Task 2	Assessment Criteria	Pass/Refer	Comments
<p>Explain how the choice of specific coaching techniques is dependent on the unique backgrounds and requirements of each individual and demonstrate your understanding of this, by giving examples explaining how the different coaching techniques can be applied.</p> <p>Guidance: 800 - 850 words</p>	A.C. 1.3 - Explain the impact of personalities on the selection of the tools and techniques adopted with individuals		
	A.C. 1.5 - Explain the differing techniques needed when coaching different groups and individuals		

Task 3	Assessment Criteria	Pass/Refer	Comments
<p>Analyse the skills and competences necessary to build successful relationships with individuals. Explain how to establish SMART objectives and goals in the planning process. Evaluate the importance of regular reviews, and identify how to build commitment to the coaching intervention.</p> <p>Guideline word count: 700 - 750 words</p>	A.C. 2.1 - Analyse what is needed for successful coaching		
	A.C. 2.2 - Identify how to build the commitment of the individuals to establish a partnership for effective coaching		
	A.C. 2.3 - Establish goals and agree action plans with individuals		
	A.C. 2.4 - Evaluate individuals' engagement with the programme through the coaching process		

Task 4	Assessment Criteria	Pass/Refer	Comments
<p>Discuss the role of coaching interventions in respect of recognised best practice models, and evaluate the congruence between those principles and the requirements of the organisation to meet its strategic objectives.</p> <p>As a corollary to the above, explain how a review and evaluation system for coaching interventions, can</p>	A.C. 3.1 - Discuss guidelines and protocols for interventions based on accepted coaching theory and practice		

<p>assist in further securing the achievement of organisational objectives.</p> <p>Guideline word count: 650 - 700 words</p>	<p>A.C. 3.2 - Develop coaching interventions against identified organisational objectives</p>		
	<p>A.C. 3.3 - Evaluate the effectiveness of the coaching interventions in achieving organisational objectives</p>		

CMIE Assessor's Feedback:

CMIE Second Marker's Feedback: