

LEVEL DESCRIPTOR: LEVEL 2C KATA MASTER COACH

SUMMARY

Level 2C builds on the personal capability a Coach has gained in developing multiple Learners through daily coaching cycles – as described in Level 2B.

Level 2C is aimed at experienced Coaches who want to demonstrate their capability and competence as Second Coaches. For this level to be successfully achieved the Second Coach must show appropriate knowledge and successful application of both observation and feedback skills to developing Coaches.

A Level 2C Kata Master Coach can develop more than one new coach to successfully support a learner to practice and develop scientific ways of thinking through regular coaching cycles, whilst simultaneously developing evidence in their own capability as a Second Coach through performing effective observations and giving constructive feedback.

PREREQUISITES FOR L2C

KCS Levels 1A & 1B. KCS Levels 2A, 2B

LEVEL 2C KNOWLEDGE REQUIREMENT

The Level 2C Kata Expert Coach shall know and understand:

1. The role of the Second Coach.
2. How to observe a Coaching Cycle and be aware of the structure and artifacts to support this.
3. How to give feedback to a Coach.
4. How to train and develop capable Kata Coaches as leaders.
5. How to develop a series of Learning Groups (based on a Rotational Role model).

LEVEL 2c APPLICATION REQUIREMENT

The Level 2C Kata Expert Coach shall be able to demonstrate:

1. The ability to make thorough and accurate observations of Coaching Cycles for a range of different coaches, and in different locations.

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2. The ability to give helpful and meaningful feedback to Coaches – using clear fact-based evidence to support.
3. Skills and capabilities to enable them to effectively manage sensitive and difficult situations.
4. They have developed their own target conditions for developing the ability and mindset of each of the Coaches they are working with.

COURSE/PROGRAMMES OUTCOMES

At the end of the course/programme aligned to L2C the Kata Expert Coach shall be able to:

- Act as Second Coach to beginner and experienced Coaches in a variety of situations.
- Apply the Improvement Kata thinking pattern to the development of multiple coaches.
- Establish a series of nested and overlapping Learning Groups.

TOPIC EXAMPLES & DELIVERY

A training course or programme aligned to Level 2C shall reference several of the following topics:

- The Role of the 2nd Coach.
 - The 2nd Coach / Coach / Learner Relationship.
 - Observing the Five Phases of the Coaching Cycle.
 - Common Coaching Errors to spot.
- Getting Feedback and Self-reflection from the Learner and the Coach.
 - Giving helpful and respectful feedback.
 - The importance of observationally based feedback.
- Organisational deployment of Improvement & Coaching Kata.
 - Developing the concept of the Kata Learning Group (or Advance Party).
 - How deployment of Kata links to Strategy Deployment.
- Preparation as 2nd Coach for the Coaching Cycle observation.
 - Preparing coaching cycle learning objectives towards a coach's individual development target condition.
- The Dreyfus Model of Skill Acquisition.

- As relative to Coaching Kata skill levels.

LEVEL ASSESSMENT

The assessment shall demonstrate that the outcomes have been achieved

Application is the main focus of assessment and must be evidenced by the development of coaches through a number of cycles over a long period with regular observation and feedback.

Knowledge

A knowledge assessment shall demonstrate the learner can remember and understand Level 2C Kata knowledge, for example, through a multiple choice test, problem or case-based exams, oral exam, essay exam.

Practical Application

The successful Level 2C candidates shall be able to show that they have developed a number of capable Coaches through observation and feedback in a real environment.

There shall be a minimum of 60 Coaching Cycles observed (distributed across several developing Coaches). Evidence shall be provided through completion of appropriate online or physical documents, such as a Kata Storyboards, Case Studies, Record of Coaching Cycles observations and feedback given, Video, Recordings, etc.

The candidate shall be able:

1. To demonstrate regular, at least twice a week, Coaching Kata observations in a real situation by showing evidence of the defined Practice Routines related to second Coach observations and feedback, which support a Coach to develop their capability in coaching a Learner to meeting a minimum of consecutive 3 Target Conditions on the way to achieving a defined Challenge.
2. To show – via Coaching Log/Record of Coaching Cycles observations/Storyboard /Case Study – how a number of Coaches have increased their coaching competency through effective second Coach observation and feedback (via conducting a minimum of 60 Coaching Kata observation cycles).
3. To have helped at least two Coaches to have successfully reached Level 2A.