

RPIOL NOTES FOR COACHES

RPIOL COACHES SUPPORT CANDIDATES TO ACHIEVE THEIR GOAL OF BEING ACCREDITED BY THE INSTITUTE FOR OUTDOOR LEARNING



Individual coaching tailored to each candidate's situation and needs is a highly valued part of the RPIOL process. It can be very rewarding and enjoyable CPD for outdoor professionals to offer.

REQUIREMENTS

- Hold an APIOL award or be a Recognised Professional in Outdoor Learning.
- RPIOL Coaches can be from inside or outside the candidate's organisation.
- There is no specific training required.
- Being a RPIOL Coach is a voluntary role to support fellow professionals.
- Registration with IOL as a Coach is optional for RPIOL Coaches.

APPROACH

Support candidates to complete their RPIOL application in the best way for them.

Some candidates like to reflect first and then discuss their thoughts with their coach. Others like to talk with their coach first then record the key points of their discussion in their application.

- Be honest, open, non-judgemental, and focussed on your candidate's needs.
- Celebrate experiences, achievements and encourage on-going development.

KNOWLEDGE

- Be up to date with the [current](#) RPIOL processes, criteria and application form.

SKILLS

- Ask open questions to clarify, test and expand thinking.
- Challenge candidates to engage with honest, critical self-reflection.
- Listen more than talk. Be comfortable with silence.

BEHAVIOURS

- Aim to coach and be willing to mentor – share your thoughts and feelings when it's useful.
- Guide candidates in completing their application – provide as much or as little help as needed.
- Let the candidate select their next steps – hold them accountable for taking action.

SETTING

- Choose a time place where you won't be rushed or interrupted.

ETHICS

- Keep information confidential and treat clients with the utmost respect and support.
- Embrace [The Global Code of Ethics](#) for Coaches, Mentors, and Supervisors (www.globalcodeofethics.org)

RPIOL COACHING AREAS

COACHING TOPICS YOU MAY CHOOSE TO DISCUSS:

General topics

- Introduction to IOL and ways to get involved in outdoor learning networks
- Guidance through the RPIOL process and completing your application
- The breadth and value of Outdoor Learning across all parts the sector
- Advice on CPD

Topics that will help with completing the coach endorsement

- Tips, tools and techniques for instruction, teaching, reviews, etc.
- Tailoring briefings and delivery style to suit the needs of participants
- The boundaries of competence, experience and qualifications
- The effect the outdoors has had on you and why it matters for others
- Future goals and aspirations (and development plan)

SPECIFIC TOPICS YOU MUST DISCUSS FROM THE RPIOL APPLICATION

Section 1

Influences on your approach to outdoor learning

- With your coach, discuss some of the reasons the outdoors is important to you. Reflect on key experiences and significant people, workshops, conferences, events, videos, books, etc. that have had an impact on you.

Section 2

Reflection against the professional development map

- Reflect on your competence in each area of the IOL Development Map and discuss your current strengths and development areas with your coach.

Section 3

Professional Ethics

- Read through and discuss the IOL Code of Professional Conduct with your coach. What was in there that you didn't expect? Which sections are harder for you to consistently uphold?

Equality and Inclusion

- Discuss with your coach examples of how you promote equality and inclusion through your practice. Give a brief summary for each. Give the approximate date, a description of the group and explain what you did.

Reflections on Session Delivery

- Choose a recent outdoor learning session that was significant for you - perhaps it did not go so well, or perhaps it was successful despite difficult circumstances. Talk it through with your coach. Use Gibbs' Reflective Cycle to make sense of the experience.

Using feedback to improve

- Discuss some examples of how you have used feedback to improve the sessions you deliver with your coach. Give a brief summary.

COACH ENDORSEMENT

As RPIOL Coach you are asked to sign the candidate's application form and give a view of their strengths, special qualities, and suggest areas of focus for future development.

I confirm that they have demonstrated the knowledge and skills to reliably meet the following criteria: ✓

1.4	Engage individuals and groups with activities and progress towards intended outcomes	
1.5	Review experiences with participants, assisting them to reflect on what they have learnt and consider how they can use or develop their experience in the future	
3.1	Articulate the effect the outdoors has had on you and what motivates your group leadership style and approach	
3.3	Build positive relationships and communicate effectively and professionally with colleagues, customers and stakeholders	
3.4	Consistently uphold IOL's Code of Professional Conduct in your work and demonstrate compliance with outdoor first aid, safeguarding, data protection, disclosure (DBS), and similar requirements	
4.1	Encourage participants to appreciate the wonder of the outdoors and encourage lifelong engagement for health, wellbeing and other benefits	
5.4	Consider your future aspirations in outdoor learning and how you can take action towards your goals	

Coach's view of the candidate's strengths and special qualities



Complete this section to help the assessor prepare for the professional discussion.

Suggested areas of focus for future development

PROFESSIONAL DEVELOPMENT AS A COACH

1. **Develop your knowledge and skills** as a coach to provide you with more flexibility and options to vary your coaching approach to best fit with the needs of the candidate.
2. **Develop self-awareness and self-management** to ensure that any hidden bias, assumptions, thoughts or feelings do not negatively impact coaching conversations.

Some articles from Horizons

- [Coaching Skills – the 'how' behind the process](#), Jo McCready-Fallon, Horizons 78
- [Outdoor Learning Coaching](#), Neal Anderson, Horizons 82
- [How Do Instructors get Good at Decision Making?](#), Alice Mees, Horizons 74

Some options for formal training:

- ILM awards in Coaching and Mentoring at Level 3, Level 5 or Level 7
- Courses from established and respected universities and training organisations
- Accreditation with EMCC, ICF, AfC
- IOL Coach training and workshops