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**The Princess Royal Advanced Coach Academy**

Aim:

* Aid the creation of a knowledge bank to capture and share coaching skills and expertise across the coaching pathway through mentoring and practical skill development;
* identify, nurture talent and excellence which currently exists across RDA to develop a cohort of high performing Advanced Coaches to be highly effective leaders who can:
* critically analyse and think both creatively and strategically;
* communicate effectively to **inspire, motivate**, **influence and innovate** their peers and those they mentor in order to progress learning and development across the coaching pathway.

Delivery: this unique leadership programme, exclusively delivered by RDA, provides training/support on 3 levels – through a tiered approach, with each level supporting the immediate level below in the coaching pathway:

* **Level 1: Existing Advanced Coaches (Mentors)**: developing a Community of Practice between a cohort of existing Advanced Coaches - to share best practice and expertise through mentoring, and personal development - ensuring valuable knowledge is captured and shared. Advanced Coaches selected to become Academy Mentors will be trained to develop their mentoring skills.
* **Level 2: Aspiring Advanced Coaches (Academy Coaches):** developing a cohort of new Advanced Coaches through practical training and mentorship from Level 1 existing Advanced Coaches. This will involve the delivery of a UK wide programme to be delivered primarily at the National Training Centre (and regionally as appropriate). The programme will deliver training in:
  + Specified technical modules (for e.g. equine knowledge);
  + Non-technical content (for e.g. focus on emotional interpersonal skills, intrapersonal skills, own learning and development);
  + Developing mentoring skills (i.e. how to mentor, setting personal development plans with Mentees) to deliver wraparound support further down the pathway.

The Aspiring Advanced Coacheswill be assigned a personal development Academy mentor/leadership coach from Level 1 who will work with the individual over an agreed period of time to support their development and alignment with set key performance criteria/indices.

A Community of Practice will be developed between the Aspiring Advanced Coaches – sharing leaning and experiences.

* **Level 3: Coaching Mentorship:** this will involve the Aspiring Advanced Coaches providing wrap-around support to coaches further down the coaching pathway, including direct 1:1 mentoring support.

Outcomes:

The development of a knowledge bank of skills and expertise – **to learn, share and inspire - which will:**

* Deliver coaching excellence, through leadership, on all levels of the coaching pathway;
* Improved skills and knowledge across the coaching pathway to facilitate a high quality participant experience;
* Increase the number of Advanced Coaches in the coaching pathway to ensure sustainability of coaching across RDA.

For further detail on the Princess Royal Coach Academy Mentor Programme (Level 1) and Coach Programme (Level 2) please see ‘useful documents’.