Projects and Products Portal for Leonardo da Vinci

The High Growth Coach

UK/10/LLP-LdV/TOI-333 High Growth Coach

http://www.adam-europe.eu/adam/project/view.htm?prj=6731

Project Information

Title: The High Growth Coach

Project Number: UK/10/LLP-LdV/TOI-333 High Growth Coach

Year: 2010

Project Type: Transfer of Innovation

Status: completed

Country: UK-United Kingdom

Marketing Text: The High Growth Coach project adapted and delivered a UK development programme for coaches working with high growth companies to enable the development of effective and competent specialist high growth coaches for use by regional and national agencies engaged in high growth coaching in Romania, Lithuania, Slovenia and Hungary. The programme was piloted be piloted by 18 coaches in each of the five partner countries.

Summary: The Lisbon European Council (Mar 2000) set a strategic goal for Europe to become the most competitive and dynamic knowledge-based economy in the world stressing the critical role of education and training as the main instruments for the development of human capital, economic growth, productivity and employment. UK national and European VET/economic policies place an increasing emphasis on fast growing enterprises for economic growth . In the UK, it has been recognised that High Growth SMEs require support from coaches who understand the needs of high growth companies and how to deliver High Growth coaching. In 2007 The East Midlands Development Agency appointed Exponential Training & Assessment (ETA) to develop and deliver the Growth Enabler Programme to address a market failure in the development of high growth coaches. This project adapted and exploited this programme and developed a streamlined, less resource intensive High Growth Coach development programme for delivery in the partner countries.
The main aim of the project was to develop and deliver the High Growth Coach Programme to enable the development of effective and competent specialist High Growth Coaches for use by regional and national agencies engaged in High Growth Coaching.
The fulfilled project objectives were:
1. To increase stakeholder and Partner understanding of the competences and VET practices required for the effective support of High Growth enterprises
2. To develop a High Growth Coaching Competency Framework and Coach Competency Assessment Tool enabling the identification of competency gaps in potential and actual High Growth Coaches
3. To create a flexible, cost-effective, sustainable High Growth Coach Development Programme
4. To deliver the programme to 75 potential and actual High Growth Coaches
5. To set up a European network of High Growth Coaches to promote the exchange of best practice
The target groups of the project were VET trainers and business coaches working with SMEs.
The Consortium is made up of Exponential Training & Assessment, UK; Enterprise Lithuania, LT; Trebag Vagyon és Projektmenedzser Kft, HU; Gospodarska Zbornica Slovenije Center Za Poslovno Usposabljanje, SI; Centrul De Inovare Si Dezvoltare De Afaceri, RO.
The main results of the project are:
A high growth coach competency framework and assessment tool; A 16 week high growth coach development programme; 75 trained high growth coaches. The main impact of the project is to increase partner and VET agency capability and capacity to deliver high growth coaching to SMEs including: Improved understanding of the training needs of High Growth Coaches; Increased understanding of High Growth Coaching practices, tools and techniques; Improved quality of High Growth Coaching practices; Improved confidence in working with High Growth Companies; Availability of and access to a compendium of High Growth Coaching tools.

Description: The project is concerned with conducting research into High Growth Coaching across Europe, designing of a High Growth Coach Competency Framework, developing, contextualising and translating a High Growth Coach Development Programme and

Project Information

	delivering this programme to 18 actual or potential High Growth Coaches in each of the partner countries. These coaches undertook a self-assessment based on the High Growth Competency framework before and after the programme.
Themes:	*** Lifelong learning *** Open and distance learning *** Enterprise, SME *** Continuous training ** Intercultural learning ** Sustainability ** Vocational guidance * ICT * Recognition, transparency, certification
Sectors:	*** Professional, Scientific and Technical Activities *** Other Service Activities *** Education
Product Types:	material for open learning modules description of new occupation profiles website teaching material transparency and certification procedure for the analysis and prognosis of the vocational training requirement program or curricula open and distance learning others
Product information:	Report into High Growth Coaching in Europe High Growth Competency Framework High Growth Coach Self-assessment Tool High Growth Coach Development Programme delivered to 90 actual and potential High growth Coaches across partner countries
Projecthomepage:	http://www.exponentialtraining.com/about/eu-projects/high-growth-coach/

Project Contractor

Name:	Exponential Training & Assessment Limited
City:	Leicester
Country/Region:	East Midlands
Country:	UK-United Kingdom
Organization Type:	others
Homepage:	http://www.exponentialtraining.com

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Partner

Partner 1

Name: Enterprise Lithuania
City: Vilnius
Country/Region: Lietuva
Country: LT-Lithuania
Organization Type: others
Homepage: http://www.lep.lt

Partner 2

Name: Trebag Vagyon és Projektmenedzser Kft
City: Nagykovacsi
Country/Region: Közép-Magyarország
Country: HU-Hungary
Organization Type: others
Homepage: http://www.trebag.hu

Partner 3

Name: GOSPODARSKA ZBORNICA SLOVENIJE CENTER ZA POSLOVNO USPOSABLJANJE
City: Ljubljana
Country/Region: Slovenija
Country: SI-Slovenia
Organization Type: others
Homepage: http://www.cpu.si

Partner 4

Name: Centrul De Inovare Si Dezvoltare De Afaceri
City: Bucharest
Country/Region: Bucuresti
Country: RO-Romania
Organization Type: others
Homepage: http://www.cidaf.ro

Partner

Partner 5

Name:	The Institute of Consulting
City:	London
Country/Region:	East Midlands
Country:	UK-United Kingdom
Organization Type:	others
Homepage:	http://www.iconsulting.org.uk/

Project Files

Final Evaluation Report.doc

http://www.adam-europe.eu/prj/6731/prj/Final%20Evaluation%20Report.doc

Final Evaluation Report

HGC Case Study LT Inga.doc

http://www.adam-europe.eu/prj/6731/prj/HGC%20Case%20Study%20LT%20Inga.doc

Student Case Study Lithuania

HGC Case Study Romania Catalin Profir - RO.pdf

http://www.adam-europe.eu/prj/6731/prj/HGC%20Case%20Study%20Romania%20Catalin%20Profir%20-%20RO.pdf

Student case study - Romania

HGC Case Study SI Katja_slovensko final.doc

http://www.adam-europe.eu/prj/6731/prj/HGC%20Case%20Study%20SI%20Katja_slovensko%20final.doc

Student case study - Slovenia

HGC Case Study UK - Sara Cottrell.pdf

http://www.adam-europe.eu/prj/6731/prj/HGC%20Case%20Study%20UK%20%20-%20Sara%20Cottrell.pdf

Student Case Study - UK

HGCompetencyFramework-FINALlandscape.pdf

http://www.adam-europe.eu/prj/6731/prj/HGCompetencyFramework-FINALlandscape.pdf

A competency Framework for the role of a High Growth Coach

HGC Risk Register and Management Plan.doc

http://www.adam-europe.eu/prj/6731/prj/HGC%20Risk%20Register%20and%20Management%20Plan.doc

Risk Register and Management Plan

HighGrowthCoachingReportFINAL.pdf

http://www.adam-europe.eu/prj/6731/prj/HighGrowthCoachingReportFINAL.pdf

A report into High Growth Coaching in Europe

Interim Evaluation Report_HGC.doc

http://www.adam-europe.eu/prj/6731/prj/Interim%20Evaluation%20Report_HGC.doc

Project Interim Evaluation Report

Project Leaflet.doc

http://www.adam-europe.eu/prj/6731/prj/Project%20Leaflet.doc

Project Leaflet

Project Powerpoint.ppt

http://www.adam-europe.eu/prj/6731/prj/Project%20Powerpoint.ppt

Project Powerpoint

Project Files

Report - A Student's Perspective.docx

http://www.adam-europe.eu/prj/6731/prj/Report%20-%20A%20Student%27s%20Perspective.docx

Report - A students perspective of the programme

Training Needs Analysis presentation.ppt

http://www.adam-europe.eu/prj/6731/prj/Training%20Needs%20Analysis%20presentation.ppt

Student training needs analysis presentation

Products

1 High Growth Coach Competency Framework

2 The High Growth Coach Development Programme

3 High Growth Coaching In Europe - Report

Product 'High Growth Coach Competency Framework'

Title:	High Growth Coach Competency Framework
Product Type:	description of new occupation profiles
Marketing Text:	Governments both within and outside of Europe have a strong interest in and are committed to creating and supporting the development of High Growth Companies. Despite this, there is no definitive model setting out the competencies required by High Growth Coaches: this framework defines such a set competencies.
Description:	The Framework sets out the minimum behaviours, skills, and knowledge that High Growth Coaches need to demonstrate apply and understand.
Target group:	Actual and potential High Growth Coaches Agencies employing High Growth Coaches SMEs using High Growth Coaches Agencies designing High Growth Coaching Programmes
Result:	See Files - HGCompetencyFramework-FINALlandscape
Area of application:	The Framework has several potential applications, for example it can be used to: - Underpin the recruitment and selection of High Growth Coaches - Conduct an initial assessment of the competences of High Growth Coaches - Assess the practices and performance of High Growth Coaches - Inform personal and professional development planning - Benchmark the competencies of High Growth Coaches - Underpin the design of a High Growth Coach development programme - Inform the design of High Growth Coach qualifications - Improve the effectiveness of High Growth Coaching services offered by suppliers
Homepage:	http://www.exponentialtraining.com/about/eu-projects/high-growth-coach/
Product Languages:	Romanian Lithuanian Slovenian English Hungarian

product files

HGC Competency Framework - EN.pdf
http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20EN.pdf

HGC Competency Framework - Hungarian.pdf
http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Hungarian.pdf

HGC Competency Framework - Lithuanian.pdf
http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Lithuanian.pdf

HGC Competency Framework - Romanian.pdf
http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Romanian.pdf

HGC Competency framework - Slovenian.pdf
http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20framework%20-%20Slovenian.pdf

product files

HGC Competency Framework - EN.pdf

http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20EN.pdf

HGC Competency Framework - Hungarian.pdf

http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Hungarian.pdf

HGC Competency Framework - Lithuanian.pdf

http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Lithuanian.pdf

HGC Competency Framework - Romanian.pdf

http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20Framework%20-%20Romanian.pdf

HGC Competency framework - Slovenian.pdf

http://www.adam-europe.eu/prj/6731/prd/1/1/HGC%20Competency%20framework%20-%20Slovenian.pdf

Product 'The High Growth Coach Development Programme'

Title: The High Growth Coach Development Programme

Product Type: program or curricula

Marketing Text: The High Growth Coach Development Programme aims to improve the skills and knowledge of potential and existing High Growth Coaches

Description: The programme will involve the following:

• Completion of self assessment questionnaire at the start and end of the programme
• Attendance at 3 one day interactive workshops at a location within the East Midlands
• Completion of 8 online e-learning modules, covering the Fundamental Skills, Professional Behaviours and Roles of the High Growth Coach and the stages of the High Growth Coaching Process (see reverse for more details)
• Completion of evaluation questionnaires throughout the programme

Target group: Actual or potential High Growth Coaches

Result: Programme Objectives:
• To enable participants to develop the professional behaviours of a High Growth Coach
• To enable participants to understand the stages of the High Growth Coaching Process

Area of application: Development of actual or potential High Growth Coaches

Homepage: http://www.exponentialtraining.com/about/eu-projects/high-growth-coach/

Product Languages: Romanian
Slovenian
English
Lithuanian
Hungarian

Product 'High Growth Coaching In Europe - Report'

Title:	High Growth Coaching In Europe - Report
Product Type:	
Marketing Text:	Report in High Growth Coaching in Europe containing information on: High Growth Companies; The European Business Support Infrastructure for SMEs; High Growth Coaching -the UK as a Case Study; Business Support Methodologies; The Role of the High Growth Coach; Conclusions and Recommendations
Description:	
Target group:	
Result:	
Area of application:	
Homepage:	
Product Languages:	English Romanian Slovenian Hungarian Lithuanian

product files

High Growth Coaching Report FULL - EN.pdf
http://www.adam-europe.eu/prj/6731/prd/3/1/High%20Growth%20Coaching%20Report%20FULL%20-%20EN.pdf

High Growth Coaching Summary Report - Hungarian.docx
http://www.adam-europe.eu/prj/6731/prd/3/1/High%20Growth%20Coaching%20Summary%20Report%20-%20Hungarian.docx

High Growth Coach Summary Report - Lithuanian.doc
http://www.adam-europe.eu/prj/6731/prd/3/1/High%20Growth%20Coach%20Summary%20Report%20-%20Lithuanian.doc

High Growth Coach Summary Report - Romanian.doc
http://www.adam-europe.eu/prj/6731/prd/3/1/High%20Growth%20Coach%20Summary%20Report%20-%20Romanian.doc

High Growth Coach Summary Report - Slovenian.docx
http://www.adam-europe.eu/prj/6731/prd/3/1/High%20Growth%20Coach%20Summary%20Report%20-%20Slovenian.docx