



Made to Measure Mentoring Ltd

# DEVELOPING PEOPLE THROUGH COACHING AND MENTORING



M2M2 is an international leader in coaching, mentoring and developing coaches and mentors. Our courses have been designed to help individuals and organisations to be the best versions of themselves. From face-to-face classes to fully online courses M2M2 provides continuous professional development (CPD) to enhance your ability and career prospects, with the option to complete a range of internationally recognised qualifications (ILM/City & Guilds). This overview outlines which courses are on offer, dates, a brief overview of our senior coaches and mentors plus a few words from satisfied clients. If you have any questions or would like a chat about our approach, please email [courses@m2m2.co.uk](mailto:courses@m2m2.co.uk) here.



**CALENDAR**  
2023 - 24



**LEVEL 3**  
Overview



**LEVEL 5**  
Overview



**LEVEL 7**  
Overview



**EXECUTIVE COACHING**  
Overview



**ON COURSE**  
Delivery Team



**TESTIMONIALS**  
and Accreditation

Click on the 'buttons' to navigate to the sections or on the M2M2 logo to return to this dashboard.



**HELPING INDIVIDUALS AND ORGANISATIONS  
BE THE BEST VERSIONS OF THEMSELVES**  
[www.m2m2.co.uk](http://www.m2m2.co.uk)





Made to Measure Mentoring Ltd

# M2M2 COACHING COURSES COACHING AND MENTORING 2023



## Level 3 Certificate in Effective Coaching and Mentoring

### The two-day Level 3 course (Live face-to-face course)\*\*

An introduction to coaching and mentoring theory and practice, which is supported by follow-up webinars and online at the M2M2 Academy.

**Course dates:**  
29th & 30th November 2023

### Online live remote course

Split over two days supported by follow-up recorded webinars and online at the M2M2 Academy.

**Course dates:**  
3rd - 10th October 2023

### Online recorded course – asynchronous

Join and complete on your own schedule (within a certain time frame) supported by follow-up recorded webinars and online at the M2M2 Academy.

## Level 5 Courses in Effective Coaching and Mentoring

### The four-day Level 5 course (Live face-to-face course)\*\*

This will allow candidates to complete the Diploma or Certificate in Effective Coaching and Mentoring, or to experience robust CPD as an advanced practitioner in Coaching and Mentoring.

**Course dates:**  
9th - 12th October 2023  
19th - 22nd February 2024

### Online live remote course

Split over four days supported by follow-up recorded webinars and online at the M2M2 Academy.

**Course dates:**  
19th, 20th, 26th, 27th September 2023  
12th, 13th, 19th, 20th March 2024

Minimum number of candidates required for the course to run.

## Level 7 Courses for Senior or Executive Level

### The five-day Level 7 course (Live face-to-face course)\*\*

This will allow candidates to complete the Diploma or Certificate for Senior or Executive Coaches and Mentors, or to experience robust CPD Senior or Executive Level. The course is supported by follow-up recorded webinars and online at the M2M2 Academy.

**Course dates:**  
9th - 12th October 2023  
19th - 22nd February 2024

### Online live remote course

Split over four days via remote virtual link, the course is also supported by follow-up recorded webinars and online at the M2M2 Academy.

**Course dates:**  
19th, 20th, 26th, 27th September 2023  
12th, 13th, 19th, 20th March 2024

Minimum number of candidates required for the course to run.

\*\* All courses will be run at our Guildford venue or by live remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [courses@m2m2.co.uk](mailto:courses@m2m2.co.uk) here.



Made to Measure Mentoring Ltd

# LEVEL 3 CERTIFICATE IN EFFECTIVE COACHING AND MENTORING



## Level 3, our first level qualification is an introduction to coaching and mentoring.

This level is perfect for learners who wish to gain the knowledge, skills and confidence to coach or mentor people effectively in their workplace. It teaches and develops understanding and practice of the learner as a coach or mentor and is a great starting place for anyone beginning a career in coaching and / or mentoring.

### So, why take the Level 3?

The benefits are well documented. Individuals will learn what it takes to be an effective coach and mentor, and how to manage coaching and mentoring processes using internationally recognised models.

You'll understand the role and responsibilities of effective coaches and mentors, putting your new skills into practice by carrying out supervised sessions. You'll also be taught how to analyse your performance in order to improve and develop your skills.

All this benefits businesses and organisations by re-engaging employees and improving performance.

## Specific Study Units Candidates will undertake the following key areas of study in relation to organisations:

### Coaching

- Understanding good practice in coaching.
- Undertaking an extended period of coaching.
- Reflecting on your coaching skills.

### Mentoring

- Understanding good practice in mentoring.
- Undertaking an extended period of mentoring.
- Reflecting on your mentoring skills.

## A blended learning approach to programme delivery (a mix of online and face-to-face sessions)

### The programme consists of the following:

Pre-course reading & tasks.

A two-day face to face practical coaching and mentoring course including delivery & feedback.

(If necessary this may be replaced or augmented by remote on-line self-guided learning should circumstances require).

Follow-up live webinars including Q&A plus the opportunity for one-to-one discussion with M2M2 staff.

Personal study, assignment work, practical coaching / mentoring and reflection.

It is normal for learners to take 6-12 months to complete the programme. Learners have a maximum of 3 years to complete the course.

All courses will be run at our Guildford venue or by live remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [courses@m2m2.co.uk](mailto:courses@m2m2.co.uk) here.



Made to Measure Mentoring Ltd

# LEVEL 5 CERTIFICATE IN EFFECTIVE COACHING AND MENTORING



**The level 5 qualification is aimed at managers and those with significant responsibility for effective coaching and mentoring as part of their daily role in an organisation.**

It is ideal for people who wish to move into a development role or work as freelance coaches or mentors. Level 5 on the vocational qualifications framework is considered to be the equivalent level of study to the second year of a bachelor's degree.

The qualification caters for both the strategic implementation of a mentoring programme and developing the student as a coach or mentor.

## **So, why take the Level 5?**

The benefits are well documented. Individuals will learn what it takes to be an effective coach and mentor, and how to manage coaching and mentoring processes using internationally recognised models.

You'll be taught to assess your developing skills, knowledge and behaviours as a coach and mentor.

You'll also develop your coaching and mentoring process management skills, and deepen your understanding of how organisations can affect your approach.

Planning, delivering and reviewing is an important area that you'll learn about, as is looking forward to your future development and how to approach that. All this benefits business and organisations by re-engaging employees and improving performance.

**Specific Study Units**  
**Candidates will undertake the following key areas of study in relation to organisations:**

### **Coaching**

Understanding skills, principles and practice in coaching.

Undertaking effective coaching.

Reflecting on your coaching skills.

### **Mentoring**

Understanding good practice in mentoring.

Undertaking an extended period of mentoring.

Reviewing on your mentoring skills.

**Programme delivery and duration**  
**(a mix of online and face-to-face sessions)**

**The programme consists of the following:**

Pre-course work.

A four-day taught course and the follow-up tutorials will account for approximately 50 hours.

Follow-up live webinars including Q&A plus the opportunity for one-to-one discussions with M2M2 staff.

Personal study, assignment work, practical coaching and reflection will need to be factored into the student's working life.

It is normal for learners to take 6-12 months to complete the programme. Learners have a maximum of 3 years to complete the course.

All courses will be run at our Guildford venue or by live remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [courses@m2m2.co.uk](mailto:courses@m2m2.co.uk) here.



Made to Measure Mentoring Ltd

# LEVEL 7 CERTIFICATE FOR EXECUTIVE AND SENIOR LEVEL COACHES AND MENTORS



**Level 7 provides candidates with the knowledge, skills and understanding needed to coach or mentor leaders or managers at executive or senior level. M2M2 will ensure that candidates are able to apply the knowledge and skills within both the civilian and military contexts.**

Level 7 on the vocational qualifications framework is considered to be the equivalent level of study to a master's degree. The terms 'Executive' and 'Senior' denote the level of role(s) undertaken rather than the specific job title of 'Executive' or 'Senior' person. This means people within the organisation who hold responsibilities that may include resources, people, strategy or operations.

## So, why take the Level 7?

Level 7 teaches a deep understanding of the strategic purposes of coaching and mentoring at an executive or senior level. You'll explore and analyse the knowledge, skills and behaviours necessary for effective coaching or mentoring.

You'll plan, deliver and review your effective coaching or mentoring at an executive or senior level and develop deeper reflective learning skills for your professional practice. You'll also be able to plan your own future professional development as a coach or mentor operating at an executive or senior level.

In a business or organisation, you'll be equipped to provide enhanced review of the strategic purpose of coaching and mentoring and determine factors which can affect the effective integration of coaching or mentoring.

Learners will also be able to provide feedback on the benefits of coaching and mentoring. In doing so they will substantiate the return on investment, and develop a guidance document for the organisation on how coaching and mentoring may be implemented.

## Specific Study Units Candidates will undertake three key areas of study:

Understanding the Principles and Practice of Effective Coaching and Mentoring at an Executive or Senior Level.

Undertaking Coaching or Mentoring at an Executive or Senior Level.

Reflecting on Your Ability to Perform Effectively as a Coach or Mentor at an Executive or Senior Level.

## Programme delivery and duration (a mix of online and face-to-face sessions)

### The programme consists of the following:

The pre-course work, the five-day taught course and the follow-up tutorials will account for around 50 hours.

Personal study, assignment work, practical coaching & reflection will need to be factored into the student's working life, however this may be significantly longer than for the Level 5 certificate.

It is normal for learners to take 12-24 months to complete the programme. Learners have a maximum of 3 years to complete.

All courses will be run at our Guildford venue or by live remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [courses@m2m2.co.uk](mailto:courses@m2m2.co.uk) here.







# EXECUTIVE COACHING – THE ULTIMATE IN MADE TO MEASURE LEADERSHIP DEVELOPMENT



In addition to training and qualifying executive coaches, M2M<sup>®</sup> also offers an executive coaching service as a core competency at the heart of our mission to help individuals and organisations to be the best versions of themselves. In support of this, our coaches provide constructive challenge and support via confidential, trusting, one-to-one relationships that enable leaders to clarify their goals and overcome the barriers they face in achieving them.

We support coaching interventions with advanced performance climate evaluation methods, helping leaders to focus on current and future achievements in a way that builds their awareness of their strengths, establishes personal responsibility and delivers bottom-line results.

## World-leading coaches

Our capabilities bring together some of the world’s best qualified and most experienced coaches from elite sport, business and the military, with unrivalled experience of coaching in high pressure environments. Our coaches combine recognised coaching qualifications, advanced business and academic degrees, and corporate backgrounds.

Team members have worked for international companies, global market leaders and Government, including BMW, Fujitsu, JP Morgan Chase, Royal Mail, Mars, Skanska, and Whitbread, as well as the UK’s National Health Service and Department for Education and Skills.

We are also highly experienced in sporting organisations such as England Rugby, the International Olympic Committee, the Football Association of Wales, and British Judo.

## Coaching across the spectrum

M2M’s coaches work to internationally recognised coaching processes (International Coaching Federation) that generate the most effective outcomes. Although there are no ‘off-the-shelf’ solutions, we deploy an array of models and techniques that best fit each of our client’s needs, delivered by experts across the entire spectrum of approaches to coaching, including:

- Executive and leadership coaching (to C-suite and mid-level leaders).
- Skills and performance coaching.
- Developmental coaching.
- Team coaching.
- Career coaching.
- Coaching supervision.

Our community of coaches work to a common philosophy and methodology, which is designed to balance individual and organisational needs. A key component of our process is industry leading quality assurance in the form of regular supervision meetings between our programme leaders, client management teams and our coaches. This intervention fosters self-reflection and continuous improvement, as well as highlighting considerations to report back to organisations to make sure our programmes are meeting their objectives.



## Force Atlantic – coaching the British Army’s world-beating rowers

We created and delivered executive and team coaching programmes for the British Army’s world record-setting Atlantic rowing crews in both 2019 and 2021. Our work included Executive Coaching to each individual team member in both crews (four man in 2019, mixed sex four in 2021), including 2019 Captain and 2021 Project Sponsor.

All Executive Coaching interventions can be experienced via live remote link or live face-to-face. The live sessions can run from either our Guildford offices or from a venue of the client’s choice.

For further information please email [tonyrobinson@m2m2.co.uk](mailto:tonyrobinson@m2m2.co.uk) here.





## ON COURSE DELIVERY TEAM



**Gary Henderson**

Gary is a senior business executive and visionary leader with over 25 years' experience in high profile and complex organisations. An educator by profession, he led a number of high performing national and regional teams that achieved success between 1995 and 2017, including national coaching teams, five England rugby teams, and representative international touring teams. He has delivered coaching and mentoring to business as an Executive Business Coach at Ashridge Business school.

At M2M2, he is a delivery lead for ILM Level 7 as well as being an integral part of the executive group directing our work on both the ATC contract for the British Army and our programmes for the NHS. Previously, Gary held senior positions at 4global Consulting, as Chief Commercial Officer, the British Judo Association, including Director of Corporate Services and Head of Performance Operations, and spent 13 years at the Rugby Football Union in a variety of roles including Head of Coach and Player Development.

He is a Trainer for World Rugby and World Academy of Sport, Chairman of the Sussex RFU Ltd and Non-executive Director at BaseballSoftball UK.



**Toni Corbin**

Toni is a key member of our coaching, mentoring and assessment team, bringing 24 years' experience in the education system and post qualified roles, with a focus on individual and team performance development.

Her track record includes positions as Student Union President, University Governor, PE Curriculum Team Leader, assistant head of year, secondary schools mathematics and PE teacher, primary schools mathematics liaison teacher and active membership of various teaching and learning working parties.

A highly emotionally intelligent coach and mentor with a strong commitment to developing human capital, Toni's operational experience of pastoral care has embraced both academic and welfare issues. One example of this was her involvement with Bristol University's Youth Offending Services Volunteers Scheme, 2001, where she assessed volunteers for their roles as reparation facilitators within their local community Youth Offending Service programmes.

She represented Great Britain in athletics and played rugby for Wasps.



**GARY HENDERSON  
TONI CORBIN**

**DR ANDY MILES  
MARIE THAKE**

**DICK MATTHEWS  
SIMON WINMAN**

**TONY ROBINSON**





## ON COURSE DELIVERY TEAM



### Dr Andy Miles

Andy is an experienced educator, curriculum designer and people developer with a long-term track record of success working in the sports industry and, more recently, with the military and other public and private sector organisations.

Alongside his role at M2M2, he remains a Principal Lecturer at Cardiff Metropolitan University's School of Sport and Health, where he led the project to set up the FIFA Sports and Exercise Medicine Centre, and has worked with numerous elite performers and coaches. He ran his own business offering sport education and mentoring programmes and qualifications from 2014.

As co-founder of Made to Measure Mentoring, he led the academic development of the British Army's ATC contract, the RMP's Project Mentor and the Command Sergeant Major's Level 5 Mentoring Course. An experienced PhD supervisor, he leads the development and delivery of International Professional Development Programmes (NIPDP) for NATO in the USA and Belgium and manages our university partnerships as Chair of the M2M2 Academic Board. He is a published author of academic journal papers, book chapters and professional articles and a regular contributor to professional development seminars, workshops and training events. A former endurance athlete, he completed the Ride Across Britain from Land's End to John O'Groats, raising money for a school in the Gambia.



### Marie Thake

Marie is a qualified executive and life coach who joined M2M2 after many years working in people development for the Rugby Football Union and with organisations including HBOS and Prudential.

She works with clients to develop their people empathetically in line with their company's strategy to achieve the organisation's vision. Marie seeks to engage people to learn, develop a passion for growth, and empower curiosity to enhance self-awareness and encourage them to inspire others. Passionate about being able to make a difference, she brings particular strengths in applying emotional intelligence to day-to-day life, enabling people to choose actions and behaviour that respond to their emotions instead of being led by them.

Her approach is designed to help understand the emotions of others, and to deal effectively with people and problems in a way that reduces conflict and hostility, develops collaboration, enables people to feel included, and produces positive interactions.



GARY HENDERSON  
TONI CORBIN

DR ANDY MILES  
MARIE THAKE

DICK MATTHEWS  
SIMON WINMAN

TONY ROBINSON







Made to Measure Mentoring Ltd

## ON COURSE DELIVERY TEAM



### Dick Matthews

Dick plays a key role for us in delivering ILM Level 5 in Coaching and Mentoring as well as both the Army Trainer Capability programme and the NATO International Professional Development Programme in Norfolk, Virginia, USA.

One of our most senior and experienced team members, Dick spent 38 years working in secondary education as PE teacher, Geography teacher, Head of Department, Deputy Headteacher, Headteacher and Consultant Headteacher. During that time, he has also led the RFU leadership academy and coached the Cambridge University rugby team to six wins over Oxford.

He has been a mentor on the National Professional Qualification for Headteachers & Middle Leaders in Education, a Mentor for the Rugby Football Union on the L3 & L4 coaching qualifications, and a rugby coach up to and including international level.



### Simon Winman

Simon joined M2M2 in 2018 as a key member of the coaching, mentoring and delivery team on ILM courses for both public and private sectors. An accomplished senior leader with over 20 years of experience of leading a portfolio of programmes to help build sustainable sport, he held a number of influential roles at the Rugby Football Union (RFU) between 1997 and 2018. These included designing and pioneering the RFU facilities strategy from its inception in 2003 to the point at which over 3,000 awards had been made, generating £200m+ of investment into the grass roots of the game.

Simon was a member of the Rugby Development Senior Management team from its establishment in 2012, and led cross-functional planning for the Rugby World Cup 2015. As well as delivery of M2M2's ILM programmes, he also delivers executive education specialising in the relationship between positive culture, leadership, and behaviours. He has been a mentor on the National Professional Qualification for Headteachers and Middle Leaders in Education, a Mentor for the Rugby Football Union on the L3 and L4 coaching qualifications, and a rugby coach up to and including international level and as Assistant Coach for Oxford University RFC between 1992 and 2001.

He has an Advanced Certificate in Sports Governance and Administration, and a Management and Leadership Certificate from Ashridge Business School.



GARY HENDERSON  
TONI CORBIN

DR ANDY MILES  
MARIE THAKE

DICK MATTHEWS  
SIMON WINMAN

TONY ROBINSON





Made to Measure Mentoring Ltd

## ON COURSE DELIVERY TEAM



### Tony Robinson

Tony has over 30 years' experience in mentoring, coach education, teaching and business and, after 10 years in coach and player development with the Rugby Football Union (RFU), left in 2016 to develop his own mentoring businesses. He has subsequently worked with senior teams in organisations including the British Army, the International Olympic Committee, the RFU and NATO.

As co-founder of Made to Measure Mentoring Limited, he led the commercial development of the £4.8million Army Trainer Capability (ATC) contract, having previously helped develop both the RMP's Project Mentor and the Cast / Catt mentoring project.

Now leading our community of mentors and coaches in the UK, he is the commercial lead for our work with NATO and heads the team providing pastoral support to NATO's Professional Doctorate programme. He is an ILM Level 7 accredited mentor trainer, a World Academy of Sport Master Trainer and a World Rugby Trainer for Coaches and Match Officials.

He was a first-class rugby player with Saracens and London Scottish, and represented England as a student.



GARY HENDERSON  
TONI CORBIN

DR ANDY MILES  
MARIE THAKE

DICK MATTHEWS  
SIMON WINMAN

TONY ROBINSON





Made to Measure Mentoring Ltd

# TESTIMONIALS AND ACCREDITATION WHAT OUR CANDIDATES HAVE SAID



**“ Thank you M2M2, couldn’t have done it without your guidance.”**

Level 3 Award in Coaching and Mentoring

**“ These qualifications have given me the background knowledge I need and the evidence to support it when training, coaching and mentoring students. All individuals learn in different ways, and some need more assistance than others, these qualifications have enabled me to cater my delivery to everyone’s needs.”**

Level 3 and 5 Certificates in Effective Coaching and Mentoring, plus  
Level 7 Certificate for Executive and Senior Level Coaches and Mentors

**“ Professional, understanding and empathetic towards individual needs, M2M2 are quite simply an outstanding training provider and I am extremely grateful for what they did for me as a student.”**

Level 5 Certificate for Effective Coaching and Mentoring

**“ It has set me up for starting a degree in the coming months and I am now confident that I have the skills to progress my education.”**

Level 5 Certificate for Effective Coaching and Mentoring

**“ WOW!”**

Level 5 Certificate in Effective Coaching and Mentoring

**“ The techniques I have learned and developed are life skills that I wish I had been formally taught much earlier in my career. I am a better leader as a result of this coaching and mentoring course. I therefore recommend it to all as part of their continuous professional development.”**

Level 7 Certificate for Executive and Senior Level Coaches and Mentors

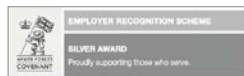
**“ The Level 7 is a challenging programme that demands a lot of commitment. When I struggled, I was resilient and received exactly the right support from the M2M2 team, who were at my side whenever they were needed.”**

**“ The qualification is one of my greatest achievements of recent years and I’m very proud of it. One of my goals was to become a professional coach, and now I am, I really am.”**

**“ I already have my first clients, so the certificate is not just a piece of paper but increases and demonstrates my credibility. I intend to practice as much as I can to make the next step to the Level 7 diploma within about a year. Of course, I’m sure I can count on the same support and encouragement from M2M2.”**

Level 7 Certificate for Executive and Senior Level Coaches and Mentors

M2M2 are proud to be accredited by the following organisations



**HELPING INDIVIDUALS AND ORGANISATIONS  
BE THE BEST VERSIONS OF THEMSELVES**

[www.m2m2.co.uk](http://www.m2m2.co.uk)

