

Certificate in Professional Coaching*



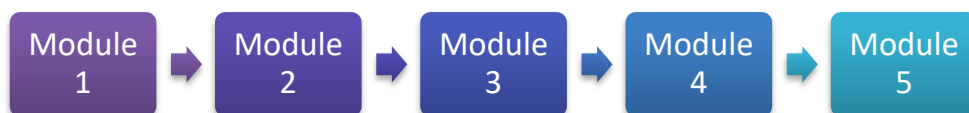
Program Outline

Certificate in Professional Coaching – is designed to create a strong foundation for building coaching skills and a coaching practice. Coaches graduate with the confidence, capability and competence to coach at the Associate Certified Coach (ACC) level as defined by the International Coach Federation (ICF) and qualify for the Foundation Coach European Individual Award (EIA). The training is designed to exceed the requirements for the EMCC Practitioner level and the ICF Professional Credentialed Coach (PCC) level. As well as people aspiring to becoming professional coaches, this program is often chosen by internal or organisational coaches and others wishing to apply the skills of coaching to other domains of their lives.

As well as leading to ICF and EMCC awards, successful completion of the entire pathway earns the coach Transcend's **Certificate in Professional Coaching - ACSTH (67 ACSTH Hours)**.

Our coach training pathway has 5 distinct **Modules** that lead toward our coaching Certification and accreditation with the International Coach Federation (ICF) and/or the European Coaching and Mentoring Council (EMCC). Module 5 is an additional Module that qualifies for Continuing Coach Education (CCE's) and also qualifies for EMCC Practitioner Level coach training if combined with Modules 1-4. Modules 1-5 also lead to accreditation by Transcend Academy in "Mindfulness-based Transformational Coaching".

- a. **Module 1 – Professional Coaching I**
- b. **Module 2 – Professional Coaching II**
- c. Module 3 – Transformational Coaching I
- d. Module 4 – Transformational Coaching II
- e. Module 5: Mindfulness-based Coaching



*This programme comprises 2 Modules (Modules 1 and 2) from our ACTP Program: Certificate in Professional Coaching Mastery. And is approved content for 67 ACSTH or 67 CCE's.

Module 1: Professional Coaching I

Aims and objectives:

Designed to create a firm foundation for people beginning their journey as a professional coach. This program develops skill in essential competencies which are the building blocks of credentialing with the European Mentoring and Coaching Council (EMCC) and/or the ICF. Challenging coaches to develop competency at the Practitioner level. The program also provides a thorough and multidisciplinary grounding in the science of why we do what we do, and why we often don't do what we would need to do become who we would aspire to be.

Learning Outcomes:

- A deep understanding of what coaching really is, and how it differs from other roles, relationships and interventions.
- Understanding of the potential uses of coaching skills to support these other roles, relationships and interventions.
- Developing the ability be grounded in “who you are” as a coach, what is expected from the role of a coach how to remain present in a way that can support the growth of others.
- Initial grounding in models, theories and science to support coach development. Transcend believe strongly in evidence based practice while respecting the needs of each individual client.
- The relationship between excellent coaching and the state of “mindfulness” .
- Coaches will be able to begin their practice of coaching, as coaches in training, in a professional and ethical manner.
- Coaches will learn a variety of coaching “micro-skills” so they can begin to coach with confidence after the conclusion of the module.
- Coaches will ground their coaching practice in internationally accepted best practices. This includes internationally recognised competency frameworks, ethics and professional standards and definitions.
- To become skilful at managing coaching clients, conversations and programs in a way that is focused and relevant to your client’s goals and desired outcomes. The foundational ability to conduct a coaching session and execute a coaching program.
- To become skilful in co-creating meaningful Well-Formed Goals that are capable of inspiring “movement” in the moment of choice.
- A commitment to competency-based development based on practice-based feedback and reflection.
- An appreciation for the value of and active participation in supervision and mentoring support, engagement in learning and reflective practice.

Module1: Reflective Learning 1.0 - The Challenge of Defining Coaching

Module1: Reflective Learning 2.0 – Ethics and Professional Standards in Coaching

Day 1	Day 2	Day 3
Module 1 Unit 101 Introduction to Coaching	Module 1 Unit 105 The PROG framework (Problem, Remedy, Outcome, Goal)	Module 1 Unit 109 Trust and Mindset The Integral Model (Landscape)
Break - 15 Minutes	Break - 15 Minutes	Break - 15 Minutes
Module 1 Unit 102 Transcend Coaching POV	Module 1 Unit 106 Introduction to Well- formed Goals	Module 1 Unit 110 Observed Coaching Practice
Lunch	Lunch	Lunch
Module 1 Unit 103 ICF Competencies, Listening and Questioning Practice	Module 1 Unit 107 GROW - Reality	Module 1 Unit 110 Observed Coaching Practice Continued
Break - 15 Minutes	Break - 15 Minutes	Break - 15 Minutes
Module 1 Unit 104 Coming to a Topic Structuring a coaching conversation GROW	Module 1 Unit 108 GROW - Options and Wrap Up	Module 1 Unit 111 Professional Standards, Ethics, Contracting, Managing a Coaching Program
End of Day 1	End of Day 2	End of Day 3

Mentor Coaching 1.0 – After Module 1

- **MC¹** is a group mentor coaching session

Reflective Learning 3.0 - Preparation for Mentor Coaching Observed Coaching Practice 3

Reflective Learning 4.0 - Reflections on Coaching Competencies

Mentor Coaching 2.0

- **MC²** is an Individual Mentor Coaching session based on Mentor Coach feedback from Observed Coaching Practice, instructor observations and participant's written video review.

Reflective Learning 5.0 – Mid Point Review

Reflective Learning 6.0 – Ethics CCE Course

Module 2: Professional Coaching II

Aims and objectives:

To build on the existing foundation through deepening and extending theories, practice and developmental feedback. Coaches will demonstrate competency at a Foundational level and a commitment to ongoing development. Designed to rapidly and effectively build coaching competency this module focuses on grounding coaches in models, adult developmental theory and relevant neuroscience and emotional biology. In turn, this develops competency and capability in the realms of horizontal and vertical development, moving beyond classic "performance coaching". This program will deepen and expand coaching skills and competency requiring coaches to coach at the Practitioner level as defined by the European Mentoring and Coaching Council (EMCC) and/or the ICF.

Learning Outcomes:

- Grounding in adult learning, neuroscience and adult developmental theory – link to coaching and practice
- Deepening skills in the application of foundational models, micro-skills, methods and coaching moves
- New coaching tools and applications of existing tools to broaden and deepen coaching skills.
- Primer in the application of mindfulness as an essential tool for your development as a coach – formal and informal practices – “mindful coaching is better coaching – Forbes”
- Increasing skill in partnering with coaching clients in the development of well-formed goals
- To deal with real coaching challenges and opportunities from practice
- To become even more grounded in who you are as a coach, what is expected from the role of a coach and remain present in a transformational way
- Science and practice of creating the conditions for insight
- Accessing resources – how to manage your own, and your clients’ threat vs reward states of consciousness
- A commitment to competency-based development based on practice-based feedback and reflection
- A increasing appreciation for the value of instructor (supervisor/mentor) support, engagement and reflective practice
- Confidence they have surpassed coaching competency at the EMCC EIA Foundational level through assessment and an acknowledgment they have reached the ACC level as defined by the ICF

Day 1	Day 2	Day 3
Module 2 Unit 201 Welcome, Review, Teach Back	Module 2 Unit 205 Introduction to the Neuroscience of Coaching	Module 2 Unit 209 Observed Coaching Practice - ACC level
Break - 15 Minutes	Break - 15 Minutes	Break - 15 Minutes
Module 2 Unit 202 The Difference Between Learning and Change	Module 2 Unit 206 Neuroscience of Insight and Application / Practice Part 2	Module 2 Unit 209 Observed Coaching Practice - ACC level Part 2
Lunch	Lunch	End of Day 2.5
Module 2 Unit 203 Well-formed Goals and Practice	Module 2 Unit 207 Options – Brainstorming Tool and Practice	Module 2 Unit 210 Constructive Adult Development and Coaching Introduction to Transformational Coaching
Break - 15 Minutes	Break - 15 Minutes	
Module 2 Unit 204 Exploring Reality – The 5 Elements and Practice	Module 2 Unit 208 Wrap Up – Integral wrap up and Practice	Module 2 Unit 211 Entry Points to Transformational Coaching
End of Day 1	End of Day 2	

Observed Coaching Practice - Recorded session with Transcend ACC Assessment

Mentor Coaching 3.0 – After Module 2

- **MC³** is an Individual Mentor Coaching session based on Mentor Coach feedback from Observed Coaching Practice 5, instructor observations and participant’s written video review (ACC Level).

Mentor Coaching 4.0 – After Certification Part 2

- **MC⁴** is a group mentor coaching session on preparation for Reflective Learning 7.0

Reflective Learning 7.0 - Coach Development Plan