Coaching for Performance: Coach Certification Pathway

Syllabus Information

Coaching for Performance, Level 1
Synchronous: 17 hours
Asynchronous: 4 hours

- Principles and philosophy of coaching:
  - emotional intelligence (EQ)
  - awareness, responsibility and self-belief
  - being and doing of coaching
- Ethics and professional standards
- Fundamental coaching skills
  - establishing agreements
  - self-management
  - trust and non-judgement
  - coaching presence
  - coachee’s agenda
  - active listening
  - powerful questioning
  - direct communication
  - reduce interferences
  - support and challenge
  - coaching feedback
  - energizing goals
  - planning and goal setting
  - designing actions
  - managing progress and accountability
  - support and deepening learning
- GROW model
- Inner Game and coaching potential
- Coaching for performance and purpose in organizations

Coaching for Performance, Level 2
Synchronous: 34 hours
Asynchronous: 8 hours

- Coaching attitudes
- Three legs of learning
- The Iceberg Coaching Model
- The pathway of coaching
- Creating alliance
- Getting below the surface
- Reducing interferences
- Empowering the coachee
- Understanding change
- Neuroscience
- Setting meaningful goals
- Designing actions
- The arc of a coaching relationship
- The anatomy of a coaching session
- Managing the coaching relationship
- Shifting mindsets
- Disruption
- Power sources and limitations
- Challenging
- Acknowledgement
- Championing
- Witness
- Declarations
- Visioning/imagining
- Using metaphor
- Using the body
- Attitudes and impact
- Working with emotions
- Challenging the coachee
- Managing progress and accountability
- Completion

The programme is in alignment with the International Coach Federation (ICF) definition that ‘coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential’. Out of a total of 63 hours, 51 hours teach the ICF Core Competencies.