

Sample Program Agenda
Coaching Intensive Training (CIT)

SESSION ONE: BUILDING THE LEARNING COMMUNITY, BEGINNING THE COACHING RELATIONSHIP AND COMMENCING THE JOURNEY

- Developing a Dynamic Learning Community
- Understanding Self as Coach: Creating a Feedback Rich Learning Environment
- Ethics Standards and Professional Behavior for the Coach
- Understanding the Process of Coaching
- Understanding Key Elements of Sustainable Change
- Defining Key Coaching Competencies for Building the Coaching Relationship
- Developing a Holistic and Developmental Perspective to Coaching
- Reviewing Relevant Evidence based theories related to Early Stages of Developing the Coaching Relationship
- Coaching Organizational Systems: Understanding the Team

SESSION TWO: BUILDING THE BRIDGE TO SUSTAINABLE CHANGE, BUILDING OUR COACHING COMPETENCIES IN THE MIDDLE OF THE COACHING ENGAGEMENT

- Understanding Self as Coach: Managing Our Shadow Side
- Ethics Pt II: Models for Making Ethical Choices, Cases for Consideration
- Coaching Leaders: Understanding Models of Leadership, Evidenced based Practices related to Current Models of Leadership Development
- Key Competencies for Creating Environment for Change
- Understanding the Interaction of Roles and Systems Thinking
- The Developmental Landscape of our Adult Years
- Coaching Teams and Groups
- Identifying Your Coaching Specialty
- Creating Your Coaching Presence

SESSION THREE: BUILDING PLANS FOR EXECUTING AND SUSTAINING CHANGE, MEASURING THE EFFECTIVENESS OF OUR WORK AS COACHES, DEVELOPING LONG TERM CHANGE STRATEGIES

- Understanding Self as Coach
- Deepening Your Coaching Presence
- Setting the Long Range Vision, Coaching the Plan
- Learning and Unlearning in Coaching Change
- Coaching Approach to Assessments
- The Executive Coaching Engagement Inside an Organization
- Measuring Coaching Effectiveness
- Coaching Large Scale Change
- Coaching