

# Portfolio Credential FASTRACK Program

## Training Program Overview

Is your personal vision as coach to demonstrate competence, mastery, ease and artistry? Is the current reality of your coaching practice in alignment with your vision? Perhaps you are longing to raise your level of competence and artistry and earn an ICF credential. Did you know that coaches who earn a credential from the International Coach Federation earn 26% more than those without it?<sup>1</sup>

Upon graduation from this International Coach Federation, (“ICF”) accredited curriculum you will have incorporated the code of ethics, guiding principles, knowledge, tasks, skills and best practices of professional coaching into your professional presence. You will be a more competent, professional and confident coach with the ability to apply the transformative coaching approach in diverse situations, both personal and professional in nature.

And, as a result, you are ready to apply for an ICF credential and join the largest and leading global association of coaching professionals.

Your training at inviteCHANGE balances three essentials areas of development:

- Personal Presence
- Coach-specific competency knowledge and skills, and
- Professional Business Presence

The program is designed for individuals

who are currently practicing coaching, have familiarity and some understanding about the ICF Core Coaching Competencies and are seeking an excellent learning experience to deepen and integrate the foundation of the coaching profession.

The program is delivered in a weekly format over the course of 6 months. Participants experience the program via our innovative, web-based classroom that fully facilitates our pioneering, experiential adult learning design.

The “PCFP” program was developed and is delivered by professional coaches who are actively working with clients and maintain excellence as ICF Credential holders. The faculty members are also inviteCHANGE Certified Mentor Coaches and engage in ongoing supervision in order to maintain faculty status. We invite you to explore our web site and get to know our team. Discover the diversity and depth of experience you will access by choosing inviteCHANGE for your training. Our faculty team has diverse experience and depth of perspective in many business markets and specialties of coaching such as executive leadership, organizational development, human relations, instructional design, spiritual evolution and personal transformation.

The learning experience at inviteCHANGE exemplifies the coaching approach by partnering with participants to co-create a tailored, respectful, transformative process. And, the program delivers learning that prepares you to be an artful, transformative coach! As you review this catalogue we invite you to imagine the journey and visualize how becoming a professional coach will fit into your current life and when complete, how your life will transform and fulfill your

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<sup>1</sup> Source: PriceWaterhouseCoopers 2008

dreams and goals.

## What Is Transformative Coaching?

The transformative coaching approach is a way of relating and communicating that activates the unique core of another human being so that the many gifts and internal resources become known to the self and consciously available for authentic, fulfilled living. The definition for transformative coaching at inviteCHANGE is this:

*Transformative coaches co-created an environment of respect and absolute belief in another's inherent wisdom, resourcefulness and wholeness.*

*Within this partnership, bold curiosity and powerful questions uncover limiting beliefs and shine the light on an unlimited number of possibilities for conscious choice and lasting change.*

## Guiding Principles for Learning

Our company guiding principles give you some insight to our philosophy. Keep in mind that you will also learn how to create a foundation in your client relationships that embodies these principles. In fact, everything we offer in the learning experience we encourage you to incorporate to your professional business presence.

- We create safe and welcoming learning environments so that undaunted expression of essence occurs.
- We embody and advocate the inherent wholeness of all.
- We apply the process of awareness > clarity > alignment > action > results.

- We notice judgment, listen deeply and practice unconditional curiosity.
- We aim for the goal and embrace the process.
- We encourage empowering language.

## Session Content Overview

### Sessions 1-4

- Group cohesion and development
- Coach Development Plan support
- Levels and styles of listening
- Structure of coaching relationships
- Guiding principles of professional coaching
- Overview of Transformative Coaching principles and methods

### Sessions 5-10

- ICF Core Coaching Competencies two through seven: definitions, skills, behaviors and best practices
- Initiate first round of Triad Peer Coaching
- Mentor coach observation and feedback session

### Sessions 11-16

- ICF Core Coaching Competencies eight-eleven: definitions, skills, behaviors and best practices
- Wildcard session: tailored to participant interests and needs
- Initiate second round of Triad Peer Coaching
- Engage with second Mentor coach observation and feedback session

### Sessions 17-24

- ICF Code of Ethics
- Wildcard session: tailored to participant interests and needs
- Preparing a Portfolio Application
- Written case study and live session analysis and written exam review
- Oral demonstration preparation
- Initiate third round of Triad Peer Coaching
- Engage with third Mentor coach observation and feedback session

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## **Transformative Coaching Methods & Tools**

Through practice, experimentation and mentoring you will learn to witness transformative moments occur for clients and in turn, learn to facilitate and navigate a coaching session and overall coaching relationship so that clients achieve sustainable change. Invisible ways of thinking that are the underlying motivation for behavior and action are a rich resource for inviting change. You might be asking, how do we work with something that is invisible? The learning begins with you, exploring your own blind spots, unconscious habits and inherited belief systems that are not serving the path you are creating for the future. This course will introduce and deepen your understanding and provide a framework for listening and transforming limitations that your clients experience in their lives. Ultimately the discovery from awareness to clarity inspires alignment to what is meaningful and important so that desired action and results manifest. This course will support you and, you as a professional coach to invite the change you want to see in the world.

## **Mentor Coaching Hours**

Supplementing the weekly session learning are three personalized sessions observing participants coaching a client and then offering professional development feedback. Feedback is delivered independent from the course interaction and occurs approximately one time every six to eight weeks. In addition to personal dialogue, each of the sessions is documented in writing so that participants may measure and manage progress. Participants are encouraged to record the client and the mentor coach feedback components for later review. This is a best practice for integrating learning. The combined

learning laboratory of the weekly sessions and the individualized mentor coach sessions are excellent preparation for the oral demonstration exam. The program commitment is to support your professional coach development toward achieving an advanced level of proficiency as defined by the ICF Professional Certified Coach credential level. You will receive feedback and mentoring every step along the way and the personalized mentor coach sessions provide tailored and specific insight about your understanding of the science, your demonstration of the practice and your presence as an artful professional coach.

Inspired excellence and impeccable quality, as a professional coach, is our shared goal and we will partner to co-create your success from the first conversation through the rest of your career as coach. Once you participate in an inviteCHANGE program, you are a lifetime member of our community with access to audit a course at anytime for free and access to our wide array of continuing coaching education courses in order to sustain your ICF credential and expand your artistry over time.

### **All Program Elements Included in Tuition:**

- 60 contact learning hours
- 10 mentor coach hours
- Webinar and web site, password protected access to all course materials
- Monthly Coach Care Connection webinars with inviteCHANGE Faculty and Peers
- 6-month Triad Peer Coaching Program
- Video, audio and document library access for creating your Coaching Toolkit

- Social media inviteCHANGE  
Community access via Facebook,  
LinkedIn and Twitter
- Professional development planning  
with Director of Training to tailor  
your training
- Completion certificate, ICF  
Credentialed Coach reference  
letters and support in preparing an  
ICF Credential portfolio application

### **Program Tuition Payment Plans**

**Choice A** — Program Tuition \$3500:

Courses are filled on a first-come, first-served basis. Payment and registration received 45 days in advance of program start date may pay \$3000.

**Choice B** — Program Tuition Payment Plan:

\$500 deposit with \$500/month for 6 months.

**To enroll in our Portfolio  
Credential *FASTRACK*  
program, please contact our  
Enrollment Specialist,  
Natalie Benningfield**

### **Telephone:**

Call (877) 228-2622 Ext. 102

### **Email:**

[Natalie.Benningfield@invitechange.com](mailto:Natalie.Benningfield@invitechange.com)

### **Registration & Enrollment Agreements:**

[www.invitechange.com/register](http://www.invitechange.com/register)