

Organizational Solutions

BEING GENERATIVE COACHES



DELIVER
SUSTAINABLE
EXCELLENCE

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Deliver Sustainable Excellence

Sample 9 Month Schedule

Workshop 1:

2 or 3 days
Foundations of Coaching

8:00 am - 5:30 pm

Community of Practice Sessions 1-3

- Scheduled 3 weeks apart
- Each session is 2 hours live video

Workshop 2:

2 or 3 days
Frameworks of Coaching

8:00 am - 5:30 pm

Community of Practice Sessions 4-6

- Scheduled 3 weeks apart
- Each session is 2 hours live video

Workshop 3:

2 or 3 days
Mastery of Internal Coaching

8:00 am - 5:30 pm

Community of Practice Sessions 8-10

- Scheduled 3 weeks apart
- Each session is 2 hours live video

Course Flow:

60 to 90 contact learning hours are available delivered in a combination of on-site workshops supplemented with live video Community of Practice sessions over the course of 6 to 9 months for groups from 9 to 18 participants.

The experiential, adult learning design may also be adapted for full live video delivery if desired, in a maximum group size of 12 participants.

The program tuition includes 4 individual mentor coaching sessions plus 6 group mentor coaching sessions required for ICF credential application.

Course Tuition 60 Hours: \$5,300 per participant

Course Tuition 90 Hours: \$7,550 per participant

CCE Units: From 60-90, all Core Competency

Set up your team to be professional coaches and be eligible to earn an ICF Credential at the Associate Certified Coach level. Build skill sets to meet projected demand for group and team coaching, creation of measurable development plans for leaders and application for the science of character that empowers authentic, holistic leadership.

inviteCHANGE has continuously delivered ICF accredited coach-specific training curriculum for twenty years, since the very beginning of the creation the ICF core coaching competencies and the curriculum standards. In addition, we pioneered the culture change practices that allow for effective adoption of coaching as a superior leader development modality and offer those solutions for companies worldwide.

Our core curriculum is always customized to align with an organization's mission, vision and values. When systems and processes exist for an internal coaching program, the curriculum will weave those tools into the learning experience and if these do not exist, the curriculum will include templates and best practice processes for the organization to adopt as desired. While capacity building as a coach is inherent in the curriculum, our commitment extends to the organizational strategy to ensure that the contribution of internal coaches is a positive influence upon desired organizational outcomes.



Program Learning Outcomes

- Complete a rigorous coaching skills training program that signifies professionalism and commitment to excellence. Each participant will develop professional habits for self-awareness, self-reflection and self-development that sustain learning beyond completion.
- Demonstrate ICF-Professional Certified Coach level of proficiency in the globally recognized ICF core coaching competencies, beyond what is required to earn the first credential level, ICF Associate Certified Coach.
- Integrate inviteCHANGE Generative Coaching principles, models and techniques into a unique coaching style that strengthens artful competence with leaders who must lead change effectively.
- Learn the process fundamentals for delivering measurable and effective coaching partnerships for positive business impact and development of leadership capabilities.
- Integrate coach competence in order to strengthen personal empathy, compassion and effective collaboration with the individuals served in the role of internal coach practitioner.
- Realize unique strengths and style so that participants leverage these in a meaningful, strategic way individually, with the team of internal practitioners and as ambassadors for a coach-centered culture throughout the organization.

Program Elements

- From 60 to 90 hours of live ICF accredited, coach-specific training delivered by practicing, ICF Credentialed members at the MCC and PCC level who are inviteCHANGE Course Leaders and ICF Certified Mentor Coaches. Quality is supervised by our Director of Training who is also an Accredited Coaching Supervisor.
- Curriculum modules are specifically sequenced to match best practices for experiential, adult development. Extensive practice, reflection and feedback processes are woven throughout the experience of micro-skill building or immediate application.
- 6 hours of Group Mentor Coaching and 4 hours of Individual Mentor Coaching sessions are fully integrated with the curriculum to provide targeted development feedback that accelerates learning.
- All course materials are available in hard and soft copy, housed in a password protected on line dashboard, accessible 24x7.
- Peer practice circles and community of practice sessions supplement live on site delivery in order to accelerate application of learning and readiness for internal role as coach, or use of coaching skills in a leadership capacity.



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