

Coaching Inside Organizations: An Internal Coach Certification Program

This experiential workshop provides a bridge between the theoretical and pragmatic approach to coaching. It equips internal practitioners with the skillset, tools and mind set to provide coaching services inside their organizations. Internal coaches allow an organization to grow its capacity to create a coaching culture. When coaching is readily accessible, employees increase their engagement, develop and leverage their potential development, which leads to a healthier workplace and a sustainable, competitive advantage.

Why attend this coaching training?

Staff: This program is led by an ICF Master Certified Coach. All faculty and coaches are practicing ICF credentialed coaches, with internal coaching experience.

Experiential:

This is a highly experiential coach training program built on adult-learning principles. It is competency based, organizationally relevant and intentionally practical. Theory is mixed with reflection, discussion and practice, allowing you to conceptualize, synthesize and apply learning in real scenarios. Coaches who are trained in an ICF-approved program that represent the gold standard of coaches.

This is a full-immersion program, where you will be provided a safe, experiential environment that enhances your personal and professional development as a coach. The program also provides you the opportunity to coach and be coached. We subscribe to the principle of spaced learning, delivering the program in three modules that build on each other: The Coaching Essentials, Advance Coaching and the Capstone module.

Together these modules prepare the participant to engage in successful coaching conversations that, foster genuine connections and facilitate the development of potential. In addition to coaching skills, participants will learn various frameworks and techniques that can be put into practice immediately.

Lead Faculty



Dr. Sackeena Gordon-Jones, MCC is the president and chief coaching officer of Transformation Edge Coaching & Consulting, LLC, a leader in the coach training and Executive Coaching fields. She

works nationally and internationally with leaders as a coach, consultant and trainer. Sackeena has trained over 400 coaches and leaders across various industries, as well as, private, government and non-profit sectors. She has designed and facilitated highly successful leadership and coach development programs for clients and is the director of the Business, Professional and Transformational ICF Accredited Coach Training programs delivered privately for organizations, or as open enrollment with NC State University. When not training coaches, Sackeena provides executive and personal coaching to help leaders transform and play to their edge.

Additional Faculty include: Michele Hemric, ACC, Jane Bishop, PCC, Brian Alvo, ACC, Matt Kersey, ACC, Maureen Frazer-Monroe, ACC, Bronson Edwards, PCC, Horace McCormick, BCC, et-al.

Certification:

Upon completion of the program, including the practicum, participants will receive the designation of Certified Professional Coach.

ICF Membership:

Once enrolled in this program, participants are eligible to become members of the International Coach Federation (ICF).



Who should attend?

Leaders, managers, professionals, aspiring coaches, and/or internal consultants/clinicians who want to increase their ability to create a climate for optimal performance, build a more trusting and empowering environment, as well as, to foster a culture of coaching.

Course Logistics:

- Module 1** – Coaching Essentials: 2 or 3 Days with peer-coaching
- Fieldwork** (Action Learning)
- Module 2** – Advance Coaching: 2 Days
- Fieldwork** (Action Learning)
- Module 3** – 2-days Capstone

Also:

- Virtual Group Supervision
- Personal Individual Coaching

Venue: Your organization (onsite)

Modules 1 and 2 - delivered in person or live virtually
Module 3 – In person or live virtually

What you will learn:

This is a customized program from the Coaching in Organization Series. Participants will learn:

- ICF Coaching Ethics
- ICF Core Competencies
- The 3 crucial skills that bring out the best in others
- Context for coaching, [The Why]
- Powerful coaching frameworks & structures
- The strengths and challenges of internal coaching
- How to maximize the opportunities of Internal Coaching
- The impact of coaching on yours and others effectiveness, agility, resilience and well-being
- To Identify and leverage coachable moments
- Applications/Types of Organization Coaching
- To develop a coaching mindset in order to support performance optimization and transformation

Materials:

Workbook: Coaching Inside Organizations
Textbook: Coaching for Performance
Tool: Coaching Wheel

PROGRAM FEES

60 Hour Certification Program

- Open enrollment \$5,995 p/person
- Private group (contact us for package pricing)

REFUNDS, CHANGES AND CANCELLATIONS

REFUNDS: Up to two weeks before the first day of the start of the program there is a \$100 processing fee for full refund requests. There are no refunds for whatever reason within two weeks of the start date of the course. **CHANGES:** If you need to change to a different course date than you were originally registered for, you are able to with the \$100 administrative fee if 7 days advance notice is given. We apologize but there are no other changes for any reason within 5 days of the program start date. **UNUSUAL CIRCUMSTANCES:** If a course must be cancelled due to a natural disaster, pandemic interfering with the ability to participate, crisis or instructor illness, the seminar will be rescheduled. If an individual is seriously ill and has a doctor's letter, please let us know so we can discuss the situation, and discuss alternative training options/dates.

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader.” -Unknown



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