

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, as well as, use a coach-approach in their leadership style. Internal coaches, and leaders who use coaching skills, enable their organization to grow its capacity to create a coaching culture. When coaching is readily accessible, employees increase their engagement, develop and leverage their potential, and create a more inclusive and equity environment, which leads to a healthier workplace and a sustainable, competitive advantage. This is an ICF ACSTH/ Level 1 program. Three advance modules are available to complete this program as an ACTP/ Level 2 program

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 experiment, conceptualize, synthesize and apply learning in real scenarios. Participants experience the transformation they will also facilitate with others through increased self-awareness in a safe space. 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 foundational program in three modules that build on each other: The Coaching Essentials, Advance Coaching and the Capstone module. After completing these

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 500 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 Transformation Edge Business Coach Institute, and several ICF Accredited Coach Training programs delivered privately for organizations, or as open enrollment with Universities. When not training coaches, Sackeena provides executive, leadership and personal coaching to help leaders transform, lead, live and play to their edge.

Additional Faculty include: Bronson Edwards, PCC, Jane Bishop, PCC, Matt Kersey, PCC, Syrena Williams, ACC, Brian Alvo, PCC, Horace McCormick, BCC, et-al.

modules, Participants may choose to take the two elective modules to complete the ACTP level of this program. Graduates will be fully equipped and competent to coach at multiple levels inside their organizations.

Certification:

Upon completion of the program, including the practicum, participants will receive the designation of Certified Professional Coach. Specialty Designations are also conferred based on intensive learning in specific modules.

ICF Membership:

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

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. The intensive learning modules add depth and proficiency to the leader and internal coach, enabling both to develop further in the conscious competence cycle.

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
- Virtual Group Supervision
- Personal Individual Coaching
- Mentor Coaching
- Oral Exam

Optional Advance Intensives (for ACSTH graduates, bridging to ACTP)

- Group and Team Coaching
- Coaching Skills for Leaders
- Coach Approach to Feedback

Venue: Your organization (onsite and/or Virtual)

Modules 1 and 3 - delivered in person or Virtual
 Module 2 – *Virtual [can do in-person, if requested]*
 Advanced Intensives – In Person or Virtual

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 tools and approaches
- Powerful coaching frameworks & structures
- The strengths and challenges of internal coaching
- The impact of coaching on leaders and organization effectiveness, agility, resilience and well-being
- Integrating Coaching with other Organization Development Initiatives
- Applications/Types of Organization Coaching
- To develop a coaching mindset in order to support performance and potential optimization and transformation
- Building a Strategic Internal Coaching Practice
- Group and Team Coaching
- Integrating Coaching Skills in Your Leadership
- Transforming Performance Management & Feedback through Coaching Skills

Materials:

Workbook: Coaching Inside Organizations
 Textbook: Coaching for Performance
 Tools: Formal and Informal tools and structures
 Our Action Learning Log and customized worksheets

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THINK, LEAD, WORK & LIVE

www.transformationedge.com 919.745.8944

PROGRAM FEES

60 Hour Certification Program

- Open enrollment \$7,100 p/person
- Private group (contact us for package pricing)

128-130 Hour Certification Program with Specialty Designations

- Open enrollment \$9,995 p/person
- Private group (contact us for package pricing)



REFUNDS, CHANGES AND CANCELLATIONS

REFUNDS: 31 days or more before the start of the program there is a full refund, with a \$500 processing fee. Cancellations 11-29 days prior to program start will receive a 75% refund. Cancellations made less than 10 days prior to program are not eligible for a refund. **CHANGES:** If you need to change to a different course date than you were originally registered for, you are able to so if at least 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 program or workshop session 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.