



TRANSFORMATION EDGE

COACHING & CONSULTING

Mentor Coaching and Supervision Programs

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EXECUTIVE SUMMARY

Objective

Mentor Coaching is a combination of mentoring and coaching. Our aim is to support coaches in their own personal growth, coaching-skills development, client interactions, and practice development. We do this by providing coaching, reflective inquiry, observations, and by sharing information experiences, to help coaches maximize their potential.

Goals

- Support the development of proficient, knowledgeable coaches, who create unparalleled experience for their clients
- Create a cadre of coaches who thrive in the profession
- Provide coaches with a safe space to learn, unlearn and relearn

Solution

We offer a separate and hybrid solutions to meet coaches based on their unique needs.

- Mentor Coaching: One to one, or in a group-hybrid program, for ICF Credentialing.
- Mentor Coaching for the new coach, or coach transitioning into new practice
- Mentor coaching for Internal Coaches: Whether you are the sole coach or part of a small group of employees, who are privileged to wear the 'coaching hat'; it has its challenges. We provide a safe space to unpack, get clear, get ideas and breathe back into the role.
- Supervision: A one to one, or group experience, that creates a space for coaches to reflect on their coaching, practice, and self. This is a formal opportunity for coaches to share in confidence, their coaching situations (challenges, successes, etc.), and gain insight, support and direction. Coaches who participate in supervision, find the reflective space to see themselves, gain awareness and strengthen the 'coach self and practices', so they can serve their client with greater impact.

Approach

Coaches from our training programs or others, have access to our mentor coaching services. Mentor coaching can be included in our training packages and proposals for organization clients. Our offerings are customized to meet unique needs. We offer a range of services for the coach who needs a comprehensive package, as well as, the coach who needs just-in-time or ad-hoc services. Coaches can receive mentoring in one-on-one settings, as well as, group offerings.

Benefit

The benefits you receive from mentor coaching with a Master Certified Coach are:

- A partner, who has over 2,500 hours of experience of coaching
- A partner who has significant experience in coach training, and internal coaching
- A confidential and objective sounding board
- Receive honest feedback about your coaching and practice approach
- Gain clarity around the nuances of coaching, your practice and the coaching process
- Preparation to move towards the requirements for an ICF Credential
- Opportunity to develop mastery and become a more powerful and effective coach

COACHING FOR ICF CREDENTIALING



For Certified Coaches who are ready to distinguish themselves with a credential.

ICF Credential-holders are part of a self-regulating group of elite coaches who provide accountability to clients and the coaching profession as a whole. ICF requires credential applicants to complete 10 hours of mentor coaching over a minimum of three months, with a qualified Mentor Coach. Our coaches are qualified and registered with ICF.

Services Include:

- Assistance in achieving and demonstrating required coaching proficiency with the core competencies
- Assessment of competencies
- Preparation for the Coach Knowledge Assessment
- Review recorded sessions against core competencies
- Deep Dive learning on the core competencies in-use
- Developing agility and fluidity in coaching, without sacrificing focus and structure

Description	Quantity	Unit Price	Cost
One-on-One Mentor Coaching Package	1	\$ 2,500	\$ 2,500
Group Mentor Coaching Package	1	\$ 1,900	\$ 1,900
Portfolio Assistance, ad-hoc recording feedback: p/hour	1	\$ 200	\$ 200

MENTOR COACHING FOR INTERNAL COACHES



Support for the Coach, providing coaching services inside their organization

Internal Coach's face unique challenges, in part, because they are a part of the system in which they coach. Confidentiality, Perspective, and differentiation are a bit more complex for the Internal Coach, partly, because of their relationship and roles that exist outside the context of coaching. Mentor coaching can provide a means support the coach with objectivity, experience, and partnership. Without support, coaching can lead to a sense of isolation, burnout, and collusion.

We offer the following in our Mentor Package for Internal Coaching

Service	Description
One-On-One Coaching	Individual coaching and mentoring based on the Internal Coach's goals
Group Coaching	Coaching in a group context with a common theme. This could be development and application after a training program, or specific focus areas for supporting the coaches, (i.e. developing credibility, managing multiple hats, self-regulation, etc.)

***All services costs are adjustable based on the number of coaches and other services provided by TECC.

Description	Length of Time	Frequency	Package Cost
One-On-One Coach Mentoring for Internal Coaches	4 Months	Monthly	\$ 1,400
Group Mentor Coaching (up to 7 coaches)	4 Months	Monthly	\$ 7,000
Strategic Planning	tbd	tbd	

PRIVATE PRACTICE MENTOR COACHING

Building and Maintaining a Thriving Coaching Practice

Building and Maintaining a thriving coaching practice requires clarity of vision and identity, intention, strategy, “ship”-building, coaching and business acumen, as well as essential support resources. We provide mentoring and coaching to support your practice development and strategy planning. This program can be experienced in two modes: Mentor Coaching via workshop, or via Master Mind Group. Each mode is focused on helping professional coaches SOAR by gaining clarity on their who, why, what and how. We will walk you through 8 aspects of a thriving practice which prepares you to develop a strategy that delivers value to your clients, while equipping you for sustainability and self-care.



- Vision
- Mission
- Purpose
- Strategies
- Priorities
- Values
- Passions
- Strengths

We are working on delivering this program through a Master-Mind Group format in 2021.

Description	Length of Time	Meeting Frequency	Payment Due	Cost
Workshop ¹	4 workshop sessions	Bi-Weekly	By Start of Program	\$ 2,500
Master Mind Group ²	6 Months	Monthly	At Enrollment	\$ 500

¹ Workshops require a minimum of 5 participants

² Master Mind Group requires a minimum of 7 members.

SUPERVISION FOR COACHES

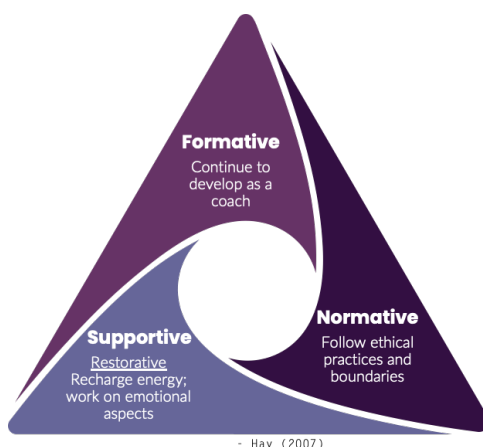
Support the Coach’s reflection and learning about any and everything that impacts coaching delivery, while fostering growth.

"Coaching Supervision is the interaction that occurs when a coach periodically brings his or her coaching work experiences to a coaching supervisor in order to engage in reflective dialogue and collaborative learning for the development and benefit of the coach and his or her clients." - ICF

Our supervision focuses on 3 main objectives:

1. To help the coach reflect on their coaching skills, process and coaching relationship.
2. Foster support in the best interest of the client is being served
3. To provide a confidential space for the coach to work on self-awareness, self-regulation, and any issues that may interfere with the coach’s presence and mindset

We partner with coaches in developing a reflective practice by offering the following support to in our Coaching Supervision Package



Description	Length of Time	Frequency	Package Fees Total
One-On-One Coaching Supervision	10 Months	Monthly	\$ 2,500
Group Coaching Supervision (3 to 7 coaches)	10 Months	Monthly	\$ 1,000
Organization Cohort (up to 7 coaches)	12 Months	Quarterly	\$ 7,500