









List of Classes and Learning Goals

	Module 1	Module 2, Part 1	Module 2, Part 2	Module 3, Part 1	Module 3, Part 2
Title	Communicate With Your Team More Effectively 	Motivate Your Team 	Resolve Challenging Behaviours 	Create and Lead High Performance Teams 	Create and Lead High Performance Teams 
Duration	2 days	2 days	2 days	2 days	2 days
Investment	\$695	\$895	\$895	\$895	\$895
Course Description	<p>You learn about the coaching profession, the CARATM 4-step coaching process, ethics and confidentiality, how to ask powerful questions and how and when to use descriptive and creative questions.</p>	<p>Motivate others by understanding them at a deeper level. Learn how to use language that is meaningful to others so that they understand your message more clearly. Learn to listen better so that feedback is also understood more clearly.</p>	<p>Learn to connect with others at deeper level to get beyond obstacles to cohesiveness and high performance. Learn how to give clear and compassionate feedback to resolve challenging behaviours.</p>	<p>High performance teams evolve from a collaborative and empowering work environment. Learn how to empower your employees and promote a culture of innovation. Learn coaching skills to calm anxieties and maintain employee engagement; This reduces stress and employee turnover and increases employee</p>	<p>High performance teams evolve from a collaborative and empowering work environment. You learn to empower your employees and promote a culture of innovation. You also learn coaching skills to calm anxieties and maintain employee engagement. This reduces stress and employee turnover and increases employee satisfaction and overall performance.</p>

				satisfaction and overall performance.	
Key Learning Points	<ul style="list-style-type: none"> Increase your awareness in how you interact with yourself and others Learn to connect at a deeper level with your team Build and maintain trust with your team 	<ul style="list-style-type: none"> Communicate in language that others understand Communicate efficiently with maximum results Use language that opens new possibilities (clean language) 	<ul style="list-style-type: none"> Understand what drives other people (values) See the situation from other people's eyes (perspectives) Give feedback masterfully and constructively using the appreciative inquiry model 	<ul style="list-style-type: none"> The principles of Appreciative Inquiry How to ask empowering questions How to provide meaningful acknowledgment Levels of internal motivation 	<ul style="list-style-type: none"> How to negotiate a coaching contract How to understand others' belief systems How to give and receive coaching feedback
ICF CCEs	13 hours	13 hours	13 hours	13 hours	13 hours
	Module 4	Module 5	Module 6	Module 1-3 Inclusive	Module 1-6 Inclusive
Title	Treat Your Team Fairly, Not Equally 	Coaching Mastery 	Mentor Coaching		
Duration	4 days	4 days	Three, one-on-one meetings with an accredited coach	10 days	18 days
Investment	\$1790	\$1790	\$600	\$3,600 (mentor	\$5,800 (mentor

				coaching included)	coaching included)
Course Description	Everyone has a unique set of beliefs, values, ways of thinking and preferred methods of learning. People are motivated differently and need to be acknowledged in their own unique way. This module will help you build the tools to connect more deeply with your team members and explore motivations and needs more deliberately. You will learn several tools and theories to enable fair, yet sometimes different, ways to treat your team members.	Learn coaching techniques to take your coaching to a more masterful level by tapping into your intuitive capacities to enable you to coach at a deeper level.	When applying for an ICF credential, you are required to complete 10 hours of mentor coaching. 7 of the hours are completed during modules 1-5. The remaining 3 hours will be completed with a mentor coach.	The completion of modules 1-3, allows you to apply for the ACC credential through the International Coaching Federation (providing you meet their full requirements which include 100 coaching hours, two reference letters, and a letter of recommendation from a credentialed coach).	The completion of modules 1-5, allows you to apply for the PCC credential through the International Coaching Federation (providing you meet their full requirements which include 750 coaching hours, two reference letters, and a letter of recommendation from a PCC credentialed coach).
Key Learning Points	<ul style="list-style-type: none"> • DISC assessment • Intake interviews • Sensory acuity • White space • Intuitive coaching • Metaphors • Leading a coaching team 	<ul style="list-style-type: none"> • Inner awareness • Somatic coaching • Coaching presence • Sourceful coaching • Facilitating meetings • Accountability • Assessments in 			

		coaching • Marketing your coaching business			
ICF CCEs	26 hours	26 hours		67.5 hours	125 hours