

# Standard Internal Co-Active Coach

The Standard Internal Co-Active Coach (SICC) training program is designed for those seeking to become internal coaches, as well as those who already fulfill the role and wish to deepen their training. The program consists of five modules (14.5 classroom days) and is considered the gold standard in the industry. It can be delivered onsite to groups of 15-26 participants. Participants from your organization who enroll in public Co-Active Coach training program are eligible to receive preferred rates. Upon successful course completion, participants are eligible to enroll in CTI's certification program to achieving the CPCC designation.

## Workshop 1: Fundamentals (2.5 Days)

The focus of the Fundamentals course is to introduce participants to the stages of coaching engagements within organizations, and to the factors that either support or hinder development of a “coaching culture” in the organization.

## Workshop 2: Fulfillment (3 Days)

The in-depth Fulfillment course trains participants to work with coachees to create greater clarity and alignment of individual and organizational values, visions, and goals.

## Workshop 3: Balance (3 Days)

The Balance course focuses on working with coachees to help them view their opportunities and challenges from a range of vantage points and perspectives.

## Workshop 4: Process (3 Days)

The Process workshop will expand the participant's coaching skills to support coachees in their own emotional self-awareness and ability to be fully present with all of the peaks and valleys of organizational life.

## Workshop 5: Synergy (3 Days)

The Synergy course focuses on integrating all the coaching skills learned in previous courses, taking Co-Active Coaching to a higher level of impact and professionalism. It provides polish, depth and courage to better respond with creativity, confidence and power to a wide range of coachees and coaching situations.

*“Based on the same training, the Institute of Coaching, a Harvard Medical School Affiliate, called the Gold Standard of Coaching.”*

# Fundamentals

## 2.5 DAYS | IN-PERSON WORKSHOP

(Prerequisite: *None*)

Fundamentals is the first step in the Co-Active Professional Coach Training Core Curriculum. This 2.5-day course introduces the Co-Active Model, while teaching powerful coaching and communication techniques. With a focus on experiential participation, you have numerous opportunities to coach and receive feedback on your newly acquired skills.

### The experience

Fundamentals provides a powerful introduction to the techniques and skills of Co-Active Coaching. The focus is on practical experience rather than traditional lectures or slides. You will have numerous opportunities to practice coaching and receive feedback on your newly acquired skills.

### What you'll learn

**The Co-Active Model.** The power of the Co-Active Model and how it works.

**Coaching Distinction.** The difference between coaching, mentorship, and traditional leadership.

**Communication Style.** How to use the Co-Active Model to enhance your personal communication approach.

**Designed Alliances.** How to design effective relationship alliances with others to minimize miscommunications and align expectations.

**3 Levels of Listening.** How to use the three levels of listening — internal, focused, and global — to deepen your relationships.

**Powerful Questions.** How to use powerful questions in coaching conversations to acutely identify what really matters.

**Coaching Agility.** The communication, agility, and emotional capabilities necessary to help others see their own potential as leaders.

**Coaching Utility.** How over 62,000 coaches and leaders use Co-Active Coaching to be more aware, connected, creative, and successful.

# Fulfillment

## 3 DAYS | IN-PERSON WORKSHOP

(Prerequisite: *Fundamentals* or *Coaching Skills for Business Leaders*)

Fulfillment is about being wholly alive. It is the state of fully expressing who we are and doing what is right for us, in every situation. Fulfillment will develop participants' skills in helping coachees discover their individual and organizational values, identify self-defeating influences, and create a vision for achieving their individual and organizational goals.

The in-depth Fulfillment course trains participants to work with coachees to create greater clarity and alignment of individual and organizational values, visions, and goals.

### **The experience**

We all have an ever-present yearning for something deeper. In the Fulfillment course, participants experience the power of helping coachees identify and create a fulfilling life of meaning, purpose, and satisfaction.

Fulfillment coaching tools — life purpose, Leader Within and allies, saboteur — are about much more than simply putting a positive spin on things. This methodology of coaching helps coachees link their actions to their internal core and their true values allowing them to create a rich, full life.

### **Outcomes**

**Identify Values.** How to assist coachees in identifying their unique values, and in assessing their satisfaction with living those values.

**Access Range.** How to use a model of inner dialogue to assist coachees in accessing the full range of their ability and power.

**Transcend Limitations.** How to help coachees identify and let go of preconceived rules, limitations and self-defeating influences.

**Create Fulfillment.** Learn proprietary coaching tools and methods for creating fulfillment. Concepts include life purpose, inner leader, identifying allies and saboteurs.

# Balance

## 3 DAYS | IN-PERSON WORKSHOP

(Prerequisite: *Fundamentals and Fulfillment*)

People always say they want more balance in their lives. What they usually want is to feel they are choosing their life, not just reacting to it. Balance coaching is a way to guide coachees toward making powerful life choices and selecting the experiences they want most. Balance coaching also guides coachees away from moving through life mindlessly, at the mercy of circumstances, or trying to “have it all.”

The Balance course focuses on working with coachees to help them view their opportunities and challenges from a range of vantage points and perspectives and how to create a plan of action grounded in commitment to what is most meaningful.

### **The experience**

Balance coaching is designed to create flow, restore alignment, and regain control of life.

When conversations focus on what you have control over and what choices are possible, you help people gain new perspectives. Balance provides participants with the tools to empower coachees to define and pursue the experiences they want most, resulting in action that is alive, effective, and empowered.

### **Outcomes**

**“Respond-ability”**. How to help people make choices from a place of flow and alignment, rather than reacting out of urgency.

**Perspective Building**. How to help your coachees realize many new perspectives.

**Forwarding Action**. The 5-step process for moving from feeling stuck to embracing possibility and from possibility to action.

**Power of Choice**. How to coach the coachee to make conscious choices, rather than allow themselves to be controlled by circumstances.

**Self-Affirmation**. How to coach the coachee to create an exciting, life-affirming strategy for action that arises out of the perspective they’ve chosen, and how to make their most resonant choice.

# Process

## 3 DAYS | IN-PERSON WORKSHOP

(Prerequisite: *Fundamentals, Fulfillment and Balance*)

People always say they want more balance in their lives. While a lot of coaching focuses on moving forward, Process coaching focuses on the internal experience, on what is happening at the moment. You'll learn to help coachees work through emotionally charged issues. You'll help them to understand that, although uncomfortable, chaos, confusion and inertia are a vital part of achieving forward motion in life.

Process coaching is about being with coachees wherever they are, especially when they are experiencing emotional turbulence in the rapids of their lives.

### **The experience**

Coaches and managers who are skillful at navigating emotional waters create an environment where it is safe and joyous to be fully human. Unless you can mindfully explore these places, your coaching will lack depth, breadth and impact.

### **What you'll learn**

**Experiential Coaching.** How to engage the Process coaching skills, so that coachees “experience” (beyond talk) what exists specifically for them.

**Presence & Flexibility.** How to develop your own capacity to remain present in challenging situations.

**Individuation.** How to simply be with the other person: fully engaged, attentive, and open.

**Fluidity.** How to fluidly move between and integrate the principles of Co-Active Coaching: Fulfillment, Balance, and Process.

**The Nature of Process.** How the shortest distance between here and there isn't always a straight line.

**Attuned Listening.** How to simply be with the other person, fully engaged, attentive, and open.

# Synergy

## 3 DAYS | IN-PERSON WORKSHOP

(Prerequisite: *Fundamentals, Fulfillment, Balance and Process*)

Synergy integrates the complete range of coaching skills learned in the previous courses, so you can take your Co-Active Coaching to a higher level of professionalism and impact.

### The experience

With Synergy, you can focus deeply on your coachee and trust that the direction you need to take is already inside you. Coaching from this place allows you to tap into your intuition, so you can coach with more flexibility, ease, and confidence.

Synergy recognizes that the whole is greater than the sum of the parts. In Co-Active Coaching, the threads of life purpose, Leader Within and allies, Fulfillment, Balance, and Process all come together, powerfully. You'll experience the magic and impact of the wholeness of Co-Active Coaching.

### What you'll learn

**Coaching Framework.** Build a coaching framework and learn how to articulate and leverage the principles, contexts, cornerstones, and skills of Co-Active Coaching.

**Creative Confidence.** How to integrate your own creativity and ability with what you have learned in previous Co-Active courses.

**Targeted Impact.** How to cultivate depth and courage to increase your impact.

**Unlocking Intuition.** How to gain the confidence to rely on your intuition and power to create “in the moment” interactions, rather than getting stuck in preconceived techniques or rules.

**Generative Interaction.** How to generate coaching interactions that are dynamic and alive.