



CO-ACTIVE  
TRAINING INSTITUTE

# Co-Active Solutions for Organizations

## The World Needs Co-Active Leaders

CTI's Co-Active organization programs, conducted onsite, support transformational growth of individuals and organizations. Our programs work at the level of beliefs, attitudes, and motivations — the core of each individual. Organizations hire, measure and reward people based on what they do. Less time is spent focusing on who people really are — the person behind the role. Organizations whose leaders engage with employees at a deep human level will have a highly engaged and empowered workforce — a clear advantage in today's dynamic business climate.



## Co-Active Training for Organizations

### Coaching & Leadership Development

CTI's learning model deepens the ability to lead, manage and inspire. The model aligns with key leadership competencies including: influence, impact, collaboration, developing others, change leadership, diversity management, emotional intelligence, social intelligence, self-awareness, and communication.

## 5 Programs for Organizations

### 1 Fundamentals of Co-Active Coaching

During this workshop, you will experience a transformative, hands-on introduction to the skills and techniques of Co-Active Coaching. The emphasis on small group training and the Co-Leader approach will provide ample opportunity for personalized feedback and guidance from our experienced trainers.

2.5 OR 3 DAYS

### 2 Co-Active Coaching Skills for Business Leaders

Increasingly, organizations are recognizing the power of coaching as an effective, high-return vehicle for unlocking intrinsic human potential.

Co-Active Coaching Skills is an experiential learning program that dramatically enhances the relationship between leader and team members, providing participants with practical experience to integrate self-awareness and best-practice coaching skills into their leadership style. This course is designed for HR Professionals, Senior Leaders, High Potentials and Managers across business units. Individual coaching sessions post-workshop sustain learning and foster behavior change.

2, 2.5 OR 3 DAYS

### 3 Relationship Agility

This interactive program teaches managers and intact work teams how to develop workplace relationships that are characterized by a high degree of trust, collaboration and accountability. The focus is squarely on the relationship component of achieving shared goals and objectives. adventure-based activities, interactive exercises, spirited dialogue, boundary stretching challenges, and other group processes.

2 DAYS

Bring CTI into your organization to help engage,  
develop and retain your top talent.

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#### **4 Standard Internal Co-Active Coach Training (SICC)**

This five-module hands-on training program provides learners with a deep and powerful understanding of the techniques and skills of Co-Active Coaching. The focus is on participation and practical experience rather than lectures, with numerous opportunities to coach and receive feedback on acquired coaching skills. In the end, learners will be better equipped to respond to a wide range of coachees and coaching situations with creativity, confidence, and power. At the end of this program, participants are eligible to be enrolled in the certification program towards achieving the Certified Professional Co-Active Coach (CPCC) designation.

**5 MODULES | 104 HOURS | 14.5 DAYS**

#### **5 Accelerated Internal Co-Active Coach (AICC)**

This accelerated three-module learning program is designed for those who informally coach in organizations and have never received formal coach training. This contextually-based program provides participants with 60 hours of coach-specific training, which fulfills the minimum training requirements for an Associate Certified Coach (ACC) credential from the International Coach Federation (ICF). These hours also contribute towards a CPCC, with the addition of Process and Synergy courses.

**3 MODULES | 60 HOURS | 9 DAYS**

### **Why CTI?**

Global experts in coach training & certification, leadership development, and workplace relationship agility

Largest in-person coach training school globally

International Coaching Federation-accredited

Pioneers in positioning coaching and relationship management as core leadership competencies

Renowned for contextually based, experientially driven, transformative learning

62,000+ people trained, and 9,000+ certified coaches since 1992

#### **Clients include:**

- Adidas Group
- Alliance Data Systems Inc.
- Barclays PLC
- Booking.com
- British Gas
- Buffini & Company
- CBRE
- Civil Service College, Singapore
- Honda Motor Co., Ltd.
- John Hopkins
- Novartis International AG
- Royal Bank of Canada
- Scrum Alliance
- Self Esteem Brands
- Shell Nederland
- So Cal Edison
- TBWA-Chiat-Day
- Teach for America
- The Hertz Corporation

## **Standard Internal Co-Active Coach (SICC) Core Curriculum**

### **1 Fundamentals 2.5 DAYS**

The first phase of the Co-Active Coach training pathway introduces the Co-Active Model with powerful coaching and communication techniques.

### **2 Fulfillment 3 DAYS**

Develop your skill in helping coachees: discover their unique values, identify self-defeating influences, and create their individualized vision.

### **3 Balance 3 DAYS**

Guide coachees toward actively choosing their life, with tools that empower them to develop new perspectives and make committed choices, focusing on the experiences they want most.

### **4 Process 3 DAYS**

Shift focus from moving action forward to exploring the coachee's internal experience. Help coachees work through emotionally charged issues and reframe them as powerful opportunities.

### **5 Synergy 3 DAYS**

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

#### **Eligible for CPCC Program**

At the end of this ICC program, participants are eligible to be enrolled in the certification program towards achieving the Certified Professional Co-Active Coach (CPCC) designation.

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