

## Overview of the Leadership Coach Training Program (LCTP) Specialization

### **Spot the best talent in your industry.**

Creating leaders and transforming your organization's leadership is necessary. Make a difference in your team - groom the best talent as a professional leadership coach. Hone that ability to develop potential leaders. Build the team of the future that creates outstanding performance in an uncertain market. Make this possible. Take the **Leadership Coach Training Program (LCTP)**.

The LCTP program is designed to enable you to coach with clarity and develop people effectively within their different roles. LCTP also improves the ability for an organization's top performing leaders to cope with the leadership challenges they face in their work. This program imparts the core principles of being a leader and gives you tools to facilitate the development of new leaders. LCTP marks the beginning of a powerful development for you as a leader and leading talent developer.

LCTP enhances your leadership capabilities and competencies in critical leadership disciplines. Improve your ability to lead and command consciously, facilitate and communicate mindfully while dealing with a changing organization, virtual communities and performance pressure against a global market. LCTP redefines your leadership and capacity to develop others by anchoring your professional growth and aligning your personal development.

### **Add value in your leading capabilities.**

The value of leadership lies in the dynamics that form partnerships, teams and organizations. You will learn to grasp and influence the leadership dynamics through understanding the motivations and values of others. Here, you will learn to create a compelling vision, persuade and inspire others. Plus smoothen the dynamics between people and their opposing interests to find a common ground for forging forward towards the organisation's main goals.

LCTP is designed to be an experiential learning process. Spearhead your own leadership development through applying the tools as a leadership coach. Start to inspire others into the journey with the right means. Inquire into your own capabilities as a leader and a coach, and examine your own experiences, skills and ambitions. A small group setting enables you to learn through the experiences of other leaders while practicing the techniques in a hands on manner. You can experiment and learn from classmates facing similar challenges in different situations.



## Four Tenets of the Leadership Coach Training Program

The Leadership Coach Training Program is built on these four tenets:

### **Principles of Leadership Performance**

Coaching leaders requires an understanding of the key areas of performance of leadership. It includes sharpening your skills by utilizing your personal qualities and honing it during the program. The program trains you on specific leadership factors and includes experiential learning opportunities to practice and apply your skills.

### **Dynamics and Roles**

Learning to lead and coach leaders requires both your skills and knowing how to motivate and inspire others. LCTP engages you in deep inquiry to hone your understanding of the dynamics between your holistic being and your functional roles, as well as how you can use this newfound awareness to lead in all settings.

### **Inspire Leadership**

Leadership coaching is about a coach inspiring a person to be a better leader. It is both a function of developing specific leadership skills within the leadership discipline, as well as the ability to call forth insights and realizations from the development of different key areas of leadership. You will learn how to bring forth these moments of deep reflections and realizations in the talent you are grooming.

### **Developing Your Unique Leadership Style**

Leadership is a complex discipline that requires an aligned attitude and the exercise of these disciplines on a consistent basis at all levels of an organization, in and across different teams. Through LCTP, gain awareness over how you lead and why. Learn how to use your unique attributes to catalyze and build up different teams within an organization.

## Leadership Coach Training Program Specialization Modules

### **PCTP Module 1 - Fundamentals of Coaching Module (32 hours of training + 3 hours mentor coaching)**

In this module, you will learn the fundamentals of coaching. You will learn about:

Listening and Questioning

- The Universal Coaching Module
- 10-Step Coaching Cycle
- Casing and Framing the Client's issue
- Basic Client Profiling
- Managing Coach-Client Relationship
- Coach Credibility and Attraction

This module equips you with the skills to conduct a coaching conversation with a client. Learn the core competencies and ethics that allow you to be an internationally credentialed coach.

### **LCTP Module 1 - Leadership Coaching Fundamentals – Principles of Team and Systems Building Module (35 hours of training + 4 hours of mentor coaching)**

Begin your leadership coaching journey by learning tools and models as pertaining to the core of an individual who seeks to be a leader. This also includes the conversation that educates you as to how to cause individual and aspiring leaders to build a viable future for themselves and their teams.

This module teaches you how a leader can manage a team of people from diverse backgrounds with conflicting opinions to a goal they can work towards to. You will study the basis of how teams work as well as how systems are created so that you are able to analyze, critic, build and rebuild teams to higher performance and systems from all robust corporations.

This requires the leader to understand the basis on which the team can successfully come together. Identify the factors that contribute to the longevity of the teams' existence. When systems are put in place, they are often designed to resolve a problem but not necessarily with the foresight of how the system will evolve. By addressing the way the system is designed, the coach will be able to work with leaders on the strengths and weaknesses of their leaders, address their capability of resolving issues before they even appear.

This module will allow a coach to work with leaders to build teams of effective people working with and on systems that would run smoothly and effectively into promising futures.

### **PCTP Module 3 – Relational Coaching (34 Training Hours, including 1 hour of mentor coaching)**

Relationships are everywhere in life. From your relationship to your partner, your team, your organization. To relationships with your country, to relationships with concepts, ideas and even your relationship to life itself.

In this module, learn how to coach relational issues in different domains of life such as working relationships, career, fulfilment, freedom and finance. Understand all the factors that affect a person in relationships through the:

- 10 Dynamics Model
- Transactional Model
- Life Stages Model

As part of your training to be an executive or leadership coach, you will need to understand how to coach a person on their relationships effectively. Helping an executive or leader deal with the areas of life outside of work is critical to them performing effectively as a leader. Get a solid understanding on how to coach relationships in Module 3.

### **LCTP Module 2 – Holistic Coaching on Leadership, Ecosystems, Environments and Charismatic Influence and Motivations. (35 hours of training + 2 hours of mentor coaching)**

In the final module of the program, which is an advanced module, we begin to develop the coach on the ability to cause a leader to have a big picture or to sophisticate their understanding of the big picture by:

- Addressing the impact of their leadership
- How it affects the entire ecosystem
- Where their leadership resides in
- The external, global (and often competitive) environment that these leaders operate in.

There will be an emphasis on the gamification of leadership as an application within an ecosystem as well as the gamification of how coaches develop leaders.

During this module we would also focus on values, thinking models, communication, and para-communication models. Distinguish what it takes to create a combination of these factors to influence and motivate others via charisma.

We will analyze the reasons for a person to be motivated by themselves, regardless of what is being offered from the external environment. This is to distinguish how people may have very different concepts of what they really want versus what leaders think would motivate them.



We will study core values and needs that will allow us to identify precisely what individuals want. In application for leadership, it is about being able to speak to these motivations within the person

### International Coach Federation Credentialing

The International Coach Federation (ICF) is the leading global organization for coaches, with over 28,000 members in more than 120 countries. ICF is dedicated to advancing the coaching profession by setting high ethical standards, providing independent certification, and building a worldwide network of certified coaches. The

ICF is the only organization that awards a global credential which is currently held by more than 21,000 coaches worldwide.

If you are serious about building or maintaining your coaching abilities and care for being part of a well-respected, self-regulating international organisation, you will be interested in gaining an ICF Credential.

The Leadership Coach Training Program is a recognized Accredited Coach Training Program under the ICF. Refer to <https://coachfederation.org/icf-credential> for further information on the ICF credentialing requirements.

### Associate Certified Coach credential

The first level of credential is the Associate Certified Coach credential. The requirements to be an Associate Certified Coach (ACC) under the ACSTH path are:

1. Completed 60 hours of approved coach training (included in ACSTH package)
2. 10 hours of mentoring (included in ACSTH package)
3. 100 hours of coaching (75 paid hours)
4. Passed the Coach Knowledge Assessment
5. Passed the ACC performance evaluation

Leadership Coach Training Program ACSTH Package		
Item	Fees	One-time payment
Fundamentals of Coaching Module (32 hours of training + 3 hours mentor coaching)	\$2400	
Leadership Coaching Fundamentals – Principles of Team and Systems Building Module (35 hours of training + 4 hours of mentor coaching)	\$3000	
3 hours mentoring	\$450 / hour	
<b>Total</b>	<b>\$6750</b>	<b>\$6180**</b>

\* \* There is a 5% discount off the modules price for a one time payment of two modules. A discount of \$100 off each hour of mentor coaching is applicable when purchased together with 2 modules.

### Professional Certified Coach Credential

The second level of credential is the Professional Certified Coach credential. The requirements to be an Professional Certified Coach (PCC) under the ACTP path are:

1. Completed 125 hours of approved coach training (included in ACTP package)
2. 10 hours of mentoring (included in ACTP package)
3. 500 hours of coaching (450 paid hours)
4. Passed the Coach Knowledge Assessment
5. Passed the PCC performance evaluation (included 2 attempts in ACTP package)

<b>Leadership Coach Training Program Specialization</b>		
<b>Item</b>	<b>Fees</b>	<b>One-time payment</b>
Fundamentals of Coaching Module  (32 hours of training + 3 hours mentor coaching)	\$2400	
Leadership Coaching Fundamentals – Principles of Team and Systems Building Module  (35 hours of training + 4 hours of mentor coaching)	\$3000	
Relational Coaching  (34 Training Hours, including 1 hour of mentor coaching)	\$2600	
Holistic Coaching on Leadership, Ecosystems, Environments and Charismatic Influence and Motivations.  (35 hours of training + 2 hours of mentor coaching)	\$3000	
Exam Preparation Module	\$360	
2 ACTP Exam attempts  (to be completed by 6 months after finishing 4 modules)	\$400	
<b>Total</b>	<b>\$11,760</b>	<b>\$10,390**</b>

\* \* There is a 10% discount off the modules price for a one time payment of four modules. An exam preparation module and 2 exam attempts are included in the package.