

# Fundamentals of Coaching

## Module Overview

This module kicks off your coach training journey. In this module, you learn the basic building blocks of coaching. You are taught the complete coaching process which can be applied to coach any client situation and have a functional resolution to the client's case.

## Module Outcome

Coach your client successfully in a single coaching session with client realizations and action steps.

## Module Content

In this module you will learn to:

- ◆ Define what is coaching
- ◆ Explain what coaching is versus counselling, training, mentoring to your clients
- ◆ Establish your coach credibility and attraction factors
- ◆ Be there for your client and hold space
- ◆ Build Trust with your client
- ◆ Profile your client through listening
- ◆ Listen to the said and unsaid (emotions and values)
- ◆ Use different energies and beingness to ask effective questions
- ◆ Determine exactly what is your client's issue
- ◆ Set up an effective coach-client partnership
- ◆ Determine your client motivations and inclinations
- ◆ Determine a successful coaching conversation
- ◆ Conduct a complete coaching conversation

## Models Covered

- ◆ PIE Profiling Model
- ◆ Listening Pyramid
- ◆ DEEE Questioning framework
- ◆ Universal Coaching Model
- ◆ 10 - Step Coaching Model
- ◆ Life Path Model

# Performance Coaching

## Module Overview

In this module, you will learn to coach a person over multiple sessions. You will learn to detect underlying limit patterns which hold your clients back and have the toolsets to break these patterns. A client has lasting, transformational change from resolving these patterns.

As part of this module, you will take on a coaching project lasting 3-4 weeks where you will get coached on a project of your choice. All of our graduates have personal breakthroughs from getting coached by a peer in this project coaching structure.

## Module Outcome

Coach your client successfully in a coaching project with tangible and intangible outcomes.

## Module Content

In this module you will learn to:

- ◆ Dream your client to discover hidden aspirations and ideals
- ◆ Discover client motivations that create long-term sustainable results
- ◆ Design effective and efficient action steps with your client
- ◆ Predict your client shortfalls and gaps over the course of the project
- ◆ Coach your client to mitigate internal and external barriers
- ◆ Coach clients on their limiting behavioral patterns
- ◆ Allow your client to acknowledge and appreciate their wins
- ◆ Coach clients in their self-care and energy management
- ◆ Celebrate their successes
- ◆ Put forward their learnings into the next project
- ◆ Complete a coach-client partnership

## Models Covered

- ◆ Dreaming process
- ◆ Project creation framework
- ◆ Project cycle model
- ◆ Lies and Pretences Model
- ◆ XYZ action steps
- ◆ Harmonic cycle

# Relational Coaching

## Module Overview

In this module, learn the fundamental factors of what makes all relationships work and how to coach relationships in all dynamics.

Fundamentally, relationships are everywhere in life, everything is a relationship. 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. This means that if you learn how to coach relationships, you can coach anything that a client brings up from a relational angle.

Many of our students have said that this module has helped them to see relationships differently and change their own relationships for the better.

## Module Outcome

Coach your client successfully in all types of relational issues

## Module Content

In this module you will learn to:

- ◆ Determine the impact of time on your client
- ◆ Pinpoint relationship associations
- ◆ Evaluate your client's psychological life stage
- ◆ Deconstruct all relationships into 5 key factors
- ◆ Classify all relationships into their relevant dynamics
- ◆ Create emotional safety with your client
- ◆ Be neutral in coaching diverse relational issues
- ◆ Coach self, partner and group relational issues
- ◆ Uncover hidden relational roles in client cases
- ◆ Understand your client's relational framework and biases

## Models Covered

- ◆ 10 Dynamics
- ◆ Relational Transactional Model
- ◆ Relationship associations
- ◆ Life stages model
- ◆ Responsibility framework
- ◆ Facing and orientation

# Advanced Coaching

## Module Overview

In this module, you get an upgrade in your coaching skills. Advanced coaching techniques such as reading micro-expressions, body language and changes in a client's voice are taught to you. This means that you will be able to help your client get deeper realizations from your coaching session. Your coaching efficiency will also improve in this module, reducing the amount of time that you take to coach a client.

This is also an exam preparation module where we demonstrate the requirements to pass the ICF ACTP exam.

## Module Outcome

Coach your clients with greater depth, effectiveness and efficiency

## Module Content

In this module you will learn to:

- ◆ Read your client's subtle body language
- ◆ Interpret changes in voice tone, volume and pitch
- ◆ Determine client's emotions through coaching microexpressions
- ◆ Reduce the number of questions that you take to successfully coach a client
- ◆ Create depth in your coaching sessions
- ◆ Work on targeted areas of improvement in your coaching
- ◆ Increase the precision of your client casing
- ◆ Hear the unsaid of a client and allow your client to express everything they have to say completely
- ◆ Prepare for the ICF ACTP Exams

## Models Covered

- ◆ 10 Dynamics
- ◆ Relational transactional model
- ◆ Relationship associations
- ◆ Life stages model
- ◆ Responsibility framework
- ◆ Facing and orientation