

Specialization in individual coaching (level 2)

Duration: 15 days

Audience: Coach

Who is this training for?

This cycle is aimed at internal or external coaches, organizational professionals, HR managers and consultants who offer personalized support to executives and managers, and who wish to professionalize their individual coaching practice.

Training objectives

At the end of this cycle, the participant will be able to:

- Make an intervention diagnosis on the development capacities of his clients, based on a systemic vision of interactions, positions and areas of influence
- Specify the coach-coachee-company relationship and build the contractual and relational benchmarks of the support (contract-pact, tripartite interviews, ethics)
- Manage the complete process of individual coaching: from the framing of the request to the final assessment, including adjustments during the mission Implement a strategic and systemic approach, adapted to the operating logic of each client
- Develop sensitive listening skills and questioning that generates change
- Practice and self-assess the 8 coaching skills according to the ICF framework.

Summary

Do you practice coaching or individual coaching and you want to structure, deepen and professionalize your practice? This 120-hour cycle allows you to develop a solid identity as an individual coach, to master a strategic and systemic approach to coaching, and to integrate the 8 ICF competencies into your real practice.

Through 7 modules spaced over several months, you will experience a training course that combines group experimentation, personalized follow-up and real practice between sessions. You leave with a refined posture, proven tools and the basics to access the professional coach certification (ICF).

This cycle is ACSTH accredited by the International Coach Federation (ICF) and is part of the ACTP certification course "Training for the Coaching Profession. Duration: 15 days + 5 hours of supervision included during the training: total of \$9,000.

Course outline

Module 1 (2 days) — The coach's compass and the framing of the request

- Appropriate the strategic and systemic approach to coaching.
- Explore the framing of the request.
- Implement the contract-pact, the tripartite interviews and the ethical principles.
- Practical application on real cases.

Module 2 (2 days) — Coach identity and relational posture

- Coach identity, positioning and parity with the client.
- To appropriate a tool to link meaning and action.
- Practice active listening and coach questioning.

Module 3 (2 days) — Systemic Dimension, Crises and Alliances

- Explore the systemic dimension of coaching.
- Appropriate the "base camp" tool.
- Work with resonance and systemic assumptions.

Module 4 (2 days) — Scenarios, Hypotheses and Debriefing

- Practice of Scenarios and Hypotheses: Projective Tool on Goal Setting and Stress Management
- Debriefing practice
- Integrating the notions of contract and rules.

Module 5 (2 days) — The Professional Coach's Toolkit

- The 8 ICF Skills and Marker Self-Diagnosis.
- The strategic path in coaching.
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Practice of the 6 question areas.

Module 6 (2 days) — Reviews and integrated practice

- Reviews and practices in triptych: one coach, one client, observers.
- The three stages of coaching: beginning, exploration and landing.

Module 7 (3 days) — Integration, Celebration and Projection Analog language, metaphors and symbolic tools to anticipate the future.

- Comprehensive coaching sessions: each participant is in turn a coach and client, and receives feedback with options for their future
- Celebration of how far we've come.

Approach and methodology

This training is based on an experiential and systemic pedagogy, rooted in the theory of living systems and neuroscience. The participants are not in an observational posture — they live and practice the methodologies presented.

- Experiential learning: each tool is first experienced before being formalized, the theoretical materials serve to anchor, not to precede practice
- Experimentation laboratory: participants learn to read the course of a coaching session as a reflection of the organization of which they are a part, and explore enriched options in groups
- Work on real cases: the participants' professional situations are dealt with during the sessions and during the follow-up sessions
- Peer groups between modules: during the intersessions, participants experiment with the tools in sub-groups, work on recommended readings and prepare for the next module
- Personalized follow-up: 5 hours of individual follow-up are included in the cycle to accompany each participant in his or her evolution journey
- Coaching session in real conditions: each participant prepares and leads a complete session during the 7th module, with individual feedback
- Continuous self-assessment: self-diagnosis of the 8 ICF competencies throughout the course.

Prerequisites

- Have completed a cycle of Cycle 1 (Fundamentals of coaching) or have passed a preliminary orientation interview for people from another background
- Have sent an updated CV, a cover letter specifying the professional project, and a 20 to 30-minute audio recording of an individual coaching session
- Have passed the preliminary orientation interview.

Recommendations

- Be committed to a professional development approach in coaching.
- Actively participate in modules, labs and supervisory activities.
- Apply the learnings in a real team coaching context.
- Be open to a reflective posture and to questioning one's practices.
- To benefit from exchanges and co-development with the other participants.

Certifications

ACSTH program accredited by ICF, part of the International Mozaik Certification. Our trainers hold the International Mozaik Certification (a minimum of 31 days of training, educational workshops and the writing of a defended dissertation) and are practitioners of collective coaching, PCC or MCC.

Accreditations

This cycle is integrated into the complete professional certification course "Training for the Coaching Profession" LEVEL 2 by ICF.