The Institute for
Integrative Coach Training

Certified Professional Integrative Coach (CPIC)

- Program Syllabus -

The CPIC is broken into three phases of learning and seven modules to facilitate concept integration.

These are:

- <u>Coaching Foundations Part I:</u> Entails a 49 hour combined learning segment comprised of 19 hours of live interactive webinar training and a 30 hour, 4 day, in-person training intensive. Modules 1 – 4

- <u>Advanced Coaching Concepts Part II:</u> Entails a 44 hour combined learning segment comprised of 14 hours of live interactive webinar training and a 30 hour, 4 day, in-person training intensive. Modules 5 - 6

- <u>Mentoring & Certification Part III:</u> Entails a 34 hour self-paced certification process that facilitates and gauges competency of the ICF coaching standards. The recommended completion is 3-6 months. Students have up to one year to complete all requirements. Module 7

Coaching Foundations

MODULE 1

Coaching Foundations

<u>Class Titles</u>:

- Coaching Industry: Distinctions & Standards
- Coaching Framework & Goals
- Partnering for Coaching Success

<u>Format</u>: Webinar

<u>Instructors</u>: Laurel Elders, PCC, CEC

<u>Activities</u>: Practice Anatomy of a Session & Session Opening/Closing

<u>Class Objectives</u>

In the Coaching Foundations module, each student will:

- Learn the key distinctions between the three primary disciplines: coaching counseling and consulting. Explore the similarities and major differences.
- Learn to identify the three milestones of client progression in their own mastery.
- Gain a framework for structuring an effective coaching session. Understand the Anatomy of Coaching and the power of proper timing.
- Understand "hijacking" in coaching; implications and impact. Learn the reasons why hijacking occurs and how to steer clear.
- See coaching in action through live demonstration. Learn the science of effectively opening and closing a session.

Coaching Intensive #1

<u>Class Titles</u>:

- Coaching Fundamentals – Day 1 & 2
- Creating Clarity - Day 3 & 4

<u>Format</u>: 4 Day In-person Training (Thursday – Sunday, 9am – 5:30pm)

<u>Required Readings</u>: Compassionate Communication, Wisdom of the Enneagram

<u>Instructors</u>:

- Laurel Elders, PCC, CEC
- Tabitha Danloe, CPIC, PCC
- Dori Klass, PCC
- Howie Adams, DMD, ACC

<u>Class Objectives</u>

In the Coaching Intensive #1 module, each student will:

- Learn the Map to Mastery framework to identify what level a breakdown is occurring at to know which coaching tool to employ at the appropriate time. Understand the importance of both timing and application.

- Explore the milestones of emotional and intellectual development and the checkpoints to human potential. Understand the key roles of the human spirit, mind and body.

- Gain a framework for structuring an effective coaching program that includes contracting, policies and assessments. Assessments and coaching tools covered: Wheel of Life, Compassionate Communication, Purpose & Outcomes and the Enneagram.

- Understand the role that the neurobiology of Emotional Intelligence and somatics play in coaching.

- Learn how the Enneagram, an integrative personality assessment, facilitates self-understanding and provides a clear path for personal, professional and/or spiritual evolution in coaching.

- Learn how to track ROI and map client development that resulted from the coaching.

Time, Life & Business Management

<u>Class Titles</u>:

- The Business Launch Blueprint
- The Invitation to Coaching
- Time Management

<u>Format</u>: Webinar

<u>Instructors</u>: Laurel Elders, PCC, CEC & Tabitha Danloe, CPIC, PCC

<u>Activities</u>: Business Launch worksheets, practice The Invitation, complete 5 practice sessions / Session Reflection forms

<u>Class Objectives</u>

In the Time, Life & Business Management module, each student will:

- Learn the six steps to effectively launch a coaching practice and grow a rewarding and successful client base from start to finish.

- See how to structure an effective and heartfelt initial conversation with a prospective client. Learn how, when and why to refer out if coaching is not a fit for a prospective client.

- Gain an understanding of the relationship between time and how it is managed by different personality types. Understand how to help a client budget time in a sustainable way. Help a client develop their own unique success formula in life and/or work habits.

- Understand the role that core values play in personal fulfillment, actions, behaviors and choices. Learn how to use the Values Inventory Assessment. Help clients identify and live through their core values to establish greater confidence and self-worth.

Self-Mastery

Class Titles:

- Handling Immediate Concerns
- The Inner-Critic Meets the Highest Self
- The Outcome Model

Format: Webinar

Instructors: Laurel Elders, PCC, CEC & Dori Klass, PCC

Activities: Complete 5 coaching sessions, begin Case Studies, complete 5 practice sessions / Session Reflection forms

Class Objectives

In the Self-Mastery module, each student will:

- Learn how to identify and support a client that is in immediate concerns. Learn what space to hold, when to get additional help and what to steer clear of.

- See a process to locate and name the inner-critic. Understand the role the Higher Self plays and how to help clients access the highest aspects of themselves to foster, develop and hone their wisdom.

- Gain a framework for locating unconscious limiting beliefs that are impacting client outcomes and behaviors.

- Understand the key distinctions between a Declaration and an Affirmation. Understand how to effectively empower forward movement using both approaches.

Advanced Coaching Concepts

MODULE 5

Coaching Mastery

<u>Class Titles</u>:

- ICF Core Competencies: Phase Two & Three of Coaching Mastery
- Forming Powerful Questions
- Mastery through Metaphor I & II
- The Anatomy of Peace I & II

<u>Required Readings</u>: The Anatomy of Peace

<u>Format</u>: Webinar

<u>Instructors</u>:

- Laurel Elders, PCC, CEC
- Kristen Truman-Allen, PhD, PCC
- Nancy Smyth, MCC

<u>Activities</u>: Complete 5 practice sessions / Session Reflection forms

<u>Class Objectives</u> - In the Coaching Mastery module, each student will:

- Observe PCC level coaching to gauge the impact and importance of each skill.

- See the powerful role of metaphor in facilitating transformation and anchoring in client insights. Use metaphor as an instrument for heightening self-awareness.

- See the *Anatomy of Peace* coaching process. Learn how to help a client "get out of the box" and self-identify which box they are stuck in.

- Understand the power, process and pathways to hear beneath the surface of what a client is presenting and form powerful questions. Explore the four dimensions of coaching mastery.

Integrative Training Intensive #2

Class Titles:

- Integrative Development Theory & Practice – Day 1 & 2
- Developing Emotional Intelligence through Coaching Day 3 & 4
- The Neurobiology of Emotional Intelligence – Day 3
- The Coaching Panel – Day 4

Required Readings: Deep Coaching

Format: 4 Day In-person Training

Instructors:

- Laurel Elders, PCC, CEC
- Tabitha Danloe, CPIC, PCC
- Dori Klass, PCC
- Howie Adams, DMD, ACC

Class Objectives

In the Integrative Training Intensive #2 module, each student will:

- Realize the role of True Self integration and understand how to facilitate growth in the variety of our human "parts" that lend to personal growth.
- Review and role-play the ICF Coaching Code of Ethics.
- Learn how to craft a powerful Individualized Coaching Program (ICP).
- Continue developing somatic awareness of client cues.
- Gain an understanding of personal power. Help clients identify and close their power leaks with authenticity.
- Understand the four elements of Emotional Intelligence in coaching.
- Ask any remaining questions to a panel of professional coaches.
- Begin to cultivate and tap into your own coaching voice and presence.
- Learn about the 8 Domains of human intelligence and how to cultivate each.
- Complete program class hour requirements with a celebration ceremony.

Integrative Coaching Certification

MODULE 7

Certification

<u>Activities:</u>

- Finish logging 25 hours of practice coaching
- Complete 3 Case Studies demonstrating client progression
- Complete 6 Coaching Supervision Sessions
- Track and submit 15 Session Reflection Forms
- Transcribe and submit 3 recorded coaching sessions for mentoring
- Complete 3 Mentor Coaching Sessions
- Pass the Performance Evaluation

<u>Required Readings</u>: Certification Requirements

<u>Format</u>: online

<u>Lead Mentor</u>: Laurel Elders, PCC, CEC

<u>Certification Objectives</u>

In the Certification module, each student integrates all prior learning through:

- Reviewing recorded sessions and receive feedback on skills, growth points and next developmental steps.
- Receiving mentoring guidance and continue practicing independently.
- Preparing for the Performance Evaluation.
- Completing the final certification and program requirements.
- Preparing to sit for an ICF ACC or PCC Credential. (Optional)

What Makes This Program Valuable

What makes the IICT's Professional Integrative Coaching Program so diverse is its unique coaching methodologies, practical applications and variety of coaching tools. The Integrative processes outlined takes your coaching into greater depths.

IICT offers the **only** program training on how to harness the power of Integrative Intelligence ™ in coaching.

The program is both personally and professionally leveraging.

The faculty are all highly successful coaches here to see you succeed and show you a clear path to follow as you formulate your own success.

IICT offers intimate class sizes of successful professionals that learn together and are invested in leading from their calling.

Quick Links:

~ IICT Mission: https://www.integrativecoachtraining.com/the-iict-mission.html

~ Coaching Modalities: https://www.integrativecoachtraining.com/modalities.html

~ Testimonies: https://www.integrativecoachtraining.com/testimonies.html

~ Integrative Intelligence: https://www.integrativecoachtraining.com/integrative-intelligence.html

~ Certification: https://www.integrativecoachtraining.com/training.html

~ Application Process: https://www.integrativecoachtraining.com/application-process.html

ACSTH — Approved Coach Specific Training Hours — International Coach Federation

ACTP — Accredited Coach Training Program — International Coach Federation

CCE — Continuing Coach Education — International Coach Federation