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## Leadership Coaching Specialization (LCS)

### - Program Syllabus -

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The LCS is a graduate level coach training for professional coaches that is broken into three modules. The LCS is continuing education for coaches already in the field who have extensive experience in leadership roles, corporate cultures, and/or business success. The students of LCS must embody a passion for ethical, effective, and empowered leadership.

These are:

- **MODULE ONE: Leadership & Executive Level Coach Training**  
This module consists of one class per week for 12 weeks. Each class is two hours. (24 hours)
- **MODULE TWO: Leadership Coaching Internship**  
In this module, the student is paired with two leaders in an authentic corporate environment and oversees two six-month Executive Level Coaching contracts to completion.
- **MODULE THREE: Coaching Supervision**  
Each student works one-to-one with their own Coaching Supervisor to help them receive coaching in their own leadership as a coach and to help them develop their coaching proficiency.

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## MODULE ONE

# Leadership Coach Training

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## CLASS ONE

### The Integrated Leader

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Class Description: This class is an introduction to the 12 Step Leadership Coaching Model and Integrative Leadership. Students are introduced to coaching distinctions in the leadership arena. This class gives coaches a baseline for their coaching approach, program goals and explores the coaching skills required to empower the coach's leadership coaching proficiency.

Hours: 2

Format: Webinar

Instructor(s):

- Suzanne McFarlin, BA, PCC, BCC
- Tamica Sears, MA, CPIC, PCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (B) Co-Creating the Relationship, (C7) Evokes Awareness, and (D) Cultivating Learning & Growth.
- Learn to identify the key distinctions between leadership and management in order to help the client form powerful leadership goals and criteria for growth.
- Gain an understanding of coaching around leadership development by helping the client to increase their leadership awareness and proficiency.
- Understand the role of coaching in the evolution of leadership ability and facilitating learning and growth within a budding and/or seasoned leader.

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## CLASS TWO

# Staging the Coaching Engagement

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Class Description: This class covers the logistical side of coaching for progress, honoring agreements, and establishing contracts effectively. Setting the foundation of the coaching relationship is explored relative to progress tracking being a key component to established reporting agreements around ROI. The student learns how to apply their coaching skills of active listening and ethics in negotiating HR contracts.

Hours: 2

Format: Webinar

Instructor(s): Tamica Sears, MA, CPIC, PCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A.1) Demonstrates Ethical Practice, (B3) Establishes and Maintains Agreements, (C6) Listens Actively, and (D) Cultivates Learning & Growth.
- Learn to negotiate, contract, and track the client or sponsor's return on investment (ROI).
- Gain a framework for progress tracking, so that the client can see their progress and growth opportunities.
- Understand how to listen actively to best negotiate corporate contracts that honor the needs of the client, demonstrate ethical practice and establish and maintain clear agreements.

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## CLASS THREE

# Coaching Through Strengths

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Class Description: This class introduces the students to the StrengthsFinder assessment and teaches them how to coach around strengths to help the client to build their leadership skills from a strengths-based perspective. The coaching skills required to form powerful questions, evoke new client awareness, and facilitate growth are covered.

Hours: 2

Format: Webinar

Instructor(s): Suzanne McFarlin, BA, PCC, BCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A.1.2) being sensitive to client's identity, (A2) Embodies a Coaching Mindset, (C7) Evokes Awareness, (D) Cultivating Learning and Growth, and a Resource Development tool.
- Learn to identify the key factors in building from strengths and forming powerful questions that facilitate leadership growth.
- Gain insights on the research behind helping the client identify and coaching to one's strengths.
- Understand the coaching skills required to help facilitate self-awareness around personal and leadership strengths that facilitates client growth.
- See the role that coaching plays in the client's development of self-identity, leadership skills, learning, and growth.

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## CLASS FOUR

# Facilitating Growth with 360s

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Class Description: This class covers the process of delivering a 360, compiling feedback, using collective feedback to craft impactful leadership goals, and how to coach the client towards their goals. The coaching skills of active listening, evoking awareness, and facilitating client growth are covered.

Hours: 2

Format: Webinar

Instructor(s): Tamica Sears, MA, CPIC, PCC

### Class Objectives:

- Learn how to apply the ICF Core Competencies of (B3, B4) Co-Creating the Relationship, (B4) Cultivates Trust and Safety, (C6) Active Listening, (C7) Evokes Awareness, (D) Cultivating Learning & Growth and a Resource Development tool.
- Learn to identify key ways to facilitate safety in the feedback process by co-creating the relationship and engaging active listening that in turn evokes new awareness and facilitates client learning.
- Gain a framework to follow and ethical procedures when coaching around a 360 assessment.
- Understand the coaching skills required maintain agreements, foster safety, and facilitate results around the client's identified goals and agendas.
- See the role that coaching around assessment feedback plays in leadership development.

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## CLASS FIVE

# Cultivating Emotional Intelligence

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Class Description: In this class, we look at the role that emotional intelligence plays in potentiating the leadership approach. Through the coaching skills of presence, active listening, and evoking awareness, the student will learn key skills that facilitate emotionally intelligent avenues for their own learning and growth. The student will learn how establishing a solid foundation with a client invites emotional safety and cultivates trust to support the client in defining what the evolution of emotional intelligence looks like to them in their leadership roles.

Hours: 2

Format: Webinar

Instructor(s): Suzanne McFarlin, BA, PCC, BCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A.1.2-3) Foundation setting, (B4) Cultivates Trust and Safety, (B5) Maintains Presence, (C6) Listens Actively, (C7) Evokes Awareness, (D) Cultivates Learning and Growth, and a Resource Development tool.
- Learn how the coaching skill of whole-person listening cultivates greater awareness that fosters emotional intelligence to develop.
- Gain a greater awareness of how the qualities of honest, integrous communication, and coaching presence lead to emotional intelligence.
- Understand the coaching skills of setting a solid foundation leads to cultivating trust and safety so that emotional safety can foster emotional growth and understanding. Understand how the coaching skills of cultivating learning and growth lead to emotional intelligence.

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## CLASS SIX

# Designing a Career Plan

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Class Description: This class examines the role of agreements around sponsorship and the client's truth. The students explore the ethics around confidentiality, respecting the client's truth, and sponsorship agreements in the event the client wishes to exit a company role while the company is the sponsor. The skills of setting a solid coaching program foundation, co-creating the coaching relationship, and communicating effectively are instrumental in helping a leader in identifying their career development limitations, success measures, and approaches.

Hours: 2

Format: Webinar

Instructor(s): Tamica Sears, MA, CPIC, PCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A) Foundation, (B) Co-Creating the Relationship, and (C) Communicating Effectively.
- Learn to identify red flags and bring those to the client's attention for self-examination through direct communication and delivering powerful questions for the client to self-reflect and self-determine.
- Gain a framework to establish a solid foundation in the coaching agreements by co-creating the coaching program.
- Understand the distinctions of "coaching up" or "coaching out" and how this relates to the coaching engagement agreements, ethics, and respecting the client's truth.

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## CLASS SEVEN

# Establishing Executive Presence

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Class Description: This class reviews the Bates Model of Executive Presence as a starting point to understand the role and impact that Executive Presence plays in leadership efficacy. The students learn to use the coaching skills of presence to foster self-awareness and presence in the client. Students learn how their own presence as a coach invites evolution of their client's awareness of their own presence.

Hours: 2

Format: Webinar

Instructor(s): Suzanne McFarlin, BA, PCC, BCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A2) Embodies a Coaching Mindset, (B5) Maintains Presence, (C7) Evokes Awareness, and (D) Cultivates Learning and Growth.
- Learn to identify the key distinctions in executive presence to help foster the client's self-awareness and leadership-awareness in ways that cultivate learning around the impact Executive Presence has on the environment and culture.
- Gain an understanding of how to integrate the Bates Model of executive awareness into the coaching to facilitate the client's ability to self-generate their goals and formula for embodied presence.
- Understand how the coaching skills of coaching mindset, presence, and evoking awareness all invite the client to craft a strong sense of their own unique, authentic Executive Presence.



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## CLASS EIGHT

# Shaping a Coaching Culture

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Class Description: This class explores the distinctions between transactional and transformational leadership to help the client foster a sense of who they envision being as a leader. Through the lens of coaching, we examine how to support and empower a leader to foster a coaching culture by self-identifying which aspects of coaching philosophy translate into the company culture.

Hours: 2

Format: Webinar

Instructor(s): Tamica Sears, MA, CPIC, PCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A2) Embodies a Coaching Mindset, (B) Co-Creating the Relationship, (C) Communicating Effectively, and (D.1) Integrating New Awareness.
- Learn to identify the key distinctions between transactional and transformational leadership in ways that help foster a coaching culture and in ways that are supportive to a client's leadership style.
- Gain an understanding of what a coaching culture embodies and how to draw out client identified elements that bridge the current culture with the vision of a coaching culture.
- Understand the role that leadership plays in fostering a coaching culture and how the coaching skills of cultivating a coaching mindset, communicating effectively, and integrating new awareness all support the leader's vision and self-defined goals.

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## CLASS NINE

# Succeeding at Critical Conversations

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Class Description: This class covers empowered communication in session, as well as, how to coach a leader to have critical conversions from empowered communication approaches that the leader self-identifies. Students learn how to establish and maintain agreements or revisit agreements to maintain efficiency in the coaching process. The coaching skills for communicating effectively are explored to support the client in their own communication effectiveness, direct communication, and how to approach critical conversations in their leadership role.

Hours: 2

Format: Webinar

Instructor(s): Suzanne McFarlin, BA, PCC, BCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (B) Establishes & Maintains Agreements and (C) Communicating Effectively.
- Learn to identify the areas of agreement or the client's agenda that need revisiting or reworking according to the client's needs.
- Gain a framework for direct communication that utilizes coaching as a key for effective communication.
- Understand the role empowered conversations and direct communication play in coaching a leader.

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## CLASS TEN

# Developing Psychologically Safe Teams

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Class Description: This class places an emphasis on coaching a leader to grow in their team development skills and capacities. The students learn how to coach clients around topics of psychological safety in the work environment and team development initiatives. This includes the leaders self-identified limitations, challenges, goals, and skill development.

Hours: 2

Format: Webinar

Instructor(s): Tamica Sears, MA, CPIC, PCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (B4) Cultivates Trust and Safety, (B5) Maintains Presence, (C7) Evokes Awareness, and (D) Facilitates Client Growth.
- Learn to help the client self-identify goals or approaches for fostering psychological safety across teams and work environments.
- Gain a framework for supporting a leader to foster team development by creating environments that are safe, honoring, and efficient.
- Understand the role that the coaching skills of maintaining a strong and empathic coaching presence while cultivating trust and safety plays in coaching around fostering psychological safety.
- See how inviting the client's full expression evokes greater leadership awareness so that growth in their team development capacities ensue.

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## CLASS ELEVEN

# Inviting Executive Self-Care

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Class Description: This class explores the role and importance of self-care in a leadership role and invites the student to hone the coaching skills that invite deeper awareness within the client. The student learns how to help facilitate growth that lends to the leader's agility and resilience in the workplace and in their life.

Hours: 2

Format: Webinar

Instructor(s): Suzanne McFarlin, BA, PCC, BCC

Class Objectives:

- Learn how to apply the ICF Core Competencies of (A2) Embodies a Coaching Mindset, (B4) Cultivates Trust and Safety, (C7) Evokes Awareness, and (D) Cultivates Learning and Growth.
- Learn to coach the client to self-identify the variety of ways that self-care lends to agility and resilience through their own awareness and self-learning.
- Gain an understanding of the role that the coaching skill of cultivating trust and safety plays in inviting a client to dive deeper into their relationship to self-care which includes exploration of limitations, beliefs, health, circumstances, and crafting self-agreements.
- Understand the importance of whole-person coaching skills that embody a coaching mindset and facilitate growth.

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## CLASS TWELVE

# Bringing it All Together

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Class Description: This is the final class in the 12 week training. We start with a review of the 360 and demo coaching. We cover 3P Reporting for client progress tracking. Students learn how to coach around self-identified client blind spots in their leadership and work efficiency by evoking awareness and facilitating leadership growth. A panel of executive coaches will be present to answer questions in preparation for Modules 2 & 3.

Hours: 2

Format: Webinar

Instructor(s):

- Suzanne McFarlin, BA, PCC, BCC
- Tamica Sears, MA, CPIC, PCC
- Executive Coaching Panel

Class Objectives:

- Learn how to apply the ICF Core Competencies of (C7) Evokes Awareness and (D) Cultivating Learning and Growth.
- Learn to help the client self-identify areas and processes that get in the way of their efficiency as a leader.
- Understand how the coaching skills of evoking awareness and facilitating growth support the client in identifying processes and effective reporting that is simple, adaptable, and efficient for the client's unique situation and environment.
- See how to offer tool options so that a client may self-select what works best for them and to coach around adapting any tool to fit the client's self-identified needs.

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## MODULE TWO

# Leadership Coaching Internship

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After training is complete, students move into a coaching internship to coach leaders in the field and directly practice and apply their leadership coaching skills, enhance their coaching presence, and gain hands-on experience in progress tracking.

Each student is paired with two leaders to coach over a six-month period.

The program provides each student with a contract, process, and materials to use in the leadership coaching programs they deploy. The student has the opportunity to extend any contract with the company privately upon the completion of the full six-month contract.

Hours: 24 hours towards ICF Coaching Log

Format: Coaching is delivered in-person, video conference, or by phone.

Instructor(s): The Coaching Supervisor oversees the intern's progress.

### Activities:

- Delivery of 2 six-month coaching contracts with leaders in the field
- 24 hours of Leadership Coaching to log
- 360 Process
- ROI Tracking

### Objectives:

1. Experience leadership coaching in the field.
2. Network with companies and their leaders who bridge the coach into their own business in leadership coaching.
3. Activate the new leadership coaching skills learned in class time.

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## MODULE THREE

# Coaching Supervision

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Coaching Supervision is a key part of the LCS program. In Supervision, the coach has the opportunity to experience being coached around their own professional development in Leadership and/or Executive level coaching skills and approaches.

Coaching Supervision is designed to help the intern navigate their Leadership Coaching experience. Interns are coached through their blind spots, ethics questions, stuck points, growth curves, coaching presence, etc.

Being coached by a PCC level coaching supervisor is a key component in the development of the coach's effectiveness and development of the ICF Core Competency (A.2) Embodying a Coaching Mindset.

Hours: 12 hours of PCC level supervision

Format: Coaching Supervision is delivered by video conference or phone.

Supervisors:

- Suzanne McFarlin, BA, PCC, BCC
- Tamica Sears, MA, CPIC, PCC

Objectives:

1. Learn to continue to develop and hone their coaching mindset.
2. Gain a safe space to explore key learnings, goals, and stretch points.
3. Understand the role that the coach's own coaching presence plays in the successful outcome of a coaching engagement.

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# Tuition & Application Requirements

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**TOTAL PROGRAM HOURS: 60**

**ICF CCE: 60 (57 CORE COMP. / 3 RESOURCE DEV.)**

**TUITION: \$8,500 FULL PROGRAM RATE**

- **MODULE 1 - \$4,750**
- **MODULE 2 & 3 - \$5,500**

**CERTIFICATION:** Completion of all three modules and requirements results in a certification as a “Certified Leadership & Executive Coach” (CLEC).

## **INSTRUCTORS & SUPERVISORS:**

- Suzanne McFarlin, BA, PCC, BCC
- Tamica Sears, MA, CPIC, PCC

## **PRE-REQUISITES:**

1. Program application, interview, and acceptance.
2. Degree from a regionally accredited college or equivalent experience.
3. Holds an ICF Credential of ACC, PCC or MCC – or – has completed certification through an ACTP program.
4. Has 3 or more years in a business or corporate setting – or – 3 or more years of full-time leadership experience.
5. Has a passion for empowering leaders in all areas!

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## **HOW TO APPLY:**

Students who meet the pre-requisites are invited to apply for the LCS. Upon receipt of an application, the applicant will be contacted to interview for a spot in the next training. Training is held twice a year, Spring and Fall.

>>> [APPLICATION FORM](#) <<<



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LCS graduates empower leaders, managers, and directors to lead through their strengths and deliver inspiring and sustainable results.

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## Quick Links:

- ~ LCS Webpage: [https://www.integrativecoachtraining.com/leadership\\_specialization.html](https://www.integrativecoachtraining.com/leadership_specialization.html)
- ~ IICT Mission: <https://www.integrativecoachtraining.com/the-iict-mission.html>
- ~ IICT Student Testimonies: <https://www.integrativecoachtraining.com/testimonies.html>
- ~ Integrative Intelligence®: <https://www.integrativecoachtraining.com/integrative-intelligence.html>

