

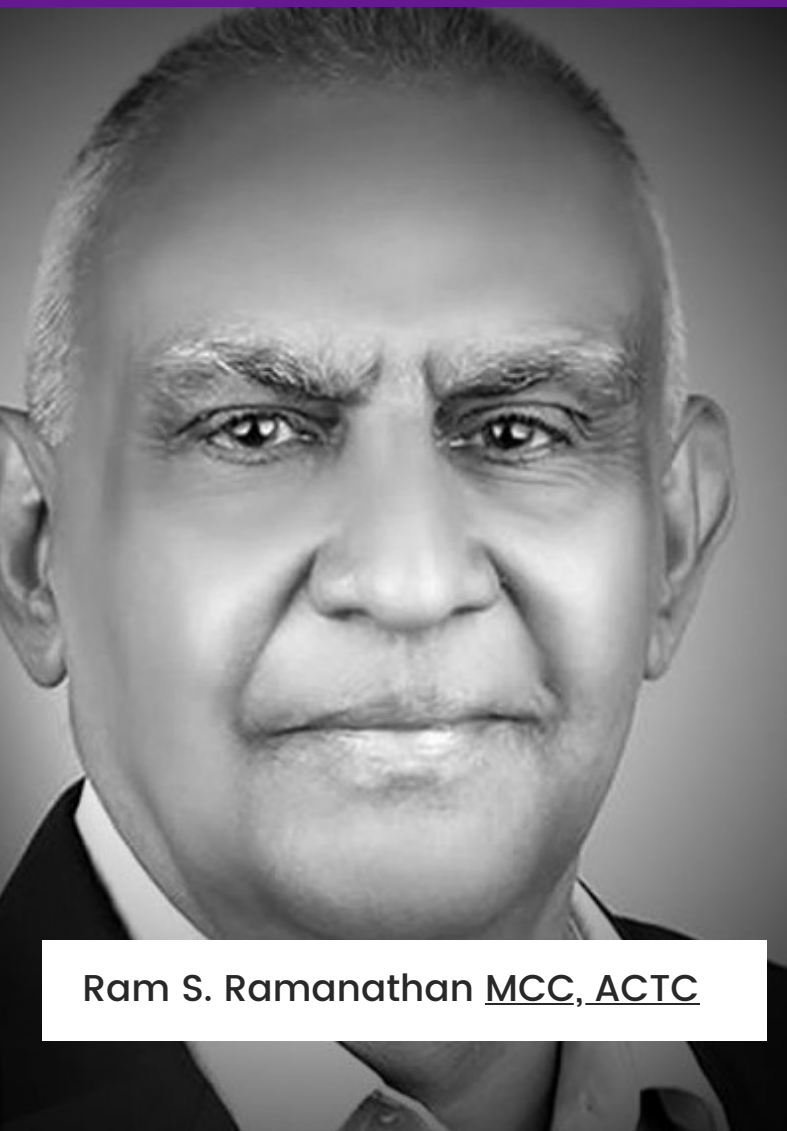


COACHARYA

**INTEGRATIVE
ICF LEVEL 2
(PCC) AND
SYSTEMIC
TEAM
COACHING(AC
TC) PROGRAM
APRIL 30, 2024**



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An ICF-accredited Level-2 program, this course allows learners to apply for ICF PCC, ICF ACTC, EMCC SP, and the Board Certified Coach (BCC) credentials. Key features include:

- Advanced Coach Education - L2
- Systemic Team Coaching
- Group and Individual Mentoring Sessions
- Coach Supervision
- L2 Performance Evaluation

Program Overview

In today's fast-paced and dynamic business landscape, leadership is more challenging and critical than ever before. Welcome to our Integrative Advance and Systemic Team Coach Training Program, where we unlock the powerful potential for leading Self, Teams and Organisations.

In today's complex workplace, organizations increasingly recognize the power of teams to innovate and drive their business or mission forward. Now more than ever, private companies, government agencies and nonprofit organizations are turning to team coaches to harness a team's collective expertise, energy and wisdom to advance their efforts and achieve greater results.

In our Advanced Executive Coaching program, led by our two seasoned Master Coaches, Cindy Muthukarapan and Ram S. Ramanathan, you'll embark on a transformative journey that prepares you for ICF PCC, ICF ACTC and EMCC SP Credentialing.

Lead with Coacharya's Integrative Advance Systemic Coaching Advance Program

A coaching culture is proven to be one of the most effective ways to increase employee engagement, enhance collaboration, achieve change management success, and improve both employee and team performance.

65% of staff in companies where coaching is valued are highly engaged. – ICF / HCI Research

The most reported benefits of a coaching culture are:

- Improved bench strength within your organization.
- Enhanced team and employee performance.
- Higher overall retention rates of valued staff.
- Increased productivity and profitability

Coacharya's Advanced Executive Coaching program provides a balanced blend of both synchronous and asynchronous learning hours. This program offers an invaluable opportunity to deepen your understanding and application of Individual and Team Coaching,

What to Expect?

Comprehensive Curriculum: Engage in a well-rounded learning experience with a curriculum that encompasses experiential learning, interactive exercises, group discussions, and in-class and post-class practice sessions.

Peer Coaching Opportunities: Sharpen your coaching skills through peer coaching sessions, providing hands-on experience and valuable insights from collaborative learning.

Individual and Group Mentoring Sessions: Receive personalized feedback and guidance through individual mentoring sessions, ensuring tailored support for your unique coaching development journey.

Coach Supervision

Coaches engage in supervision for the ongoing learning, development and reflective practice – a requirement for ACTC

EMCC Competencies Integration: Align your coaching skills with industry standards by incorporating EMCC competencies into your training, ensuring a robust and globally recognized skill set.

Expert Guest Speaker: Benefit from the expertise of a guest speaker, adding real-world insights and depth to the training program.

This program is open to:

ICF Level-1 Graduates: This program is open to coaches who have successfully completed the ICF Level-1 or Coaching Foundation coach training, ensuring a solid foundation for advanced coaching skills development.

Seeking Enhancement: Ideal for ones looking to refine their workplace communication and interpersonal skills, providing a strategic avenue for leadership growth within professional settings.

HR and L&D Professionals: Tailored for HR and L&D professionals, executives, and dedicated individuals aspiring for personal and professional growth, offering specialized training to elevate their coaching competencies.

Who Should Attend?

What is Covered?

Theories and Approaches: Explore foundational theories and approaches that underpin effective coaching practices.

Models for Change: Gain insights into proven models for facilitating organizational change through coaching interventions.

ICF and EMCC Competencies: Develop a deeper understanding of the ICF Core Competencies and EMCC Competencies, aligning coaching practices with industry standards.

Ethical Coaching in Corporate Context: Navigate the nuances of ethical coaching within the business and corporate landscape, ensuring responsible and principled coaching practices.

Design Thinking and Decision-Making: Acquire skills in design thinking, critical thinking, and decision-making to enhance problem-solving capabilities in coaching scenarios.

Leadership Skills and Mindset Design: Cultivate leadership skills and explore mindset designing for progressive growth plans, empowering coaches to facilitate impactful leadership development.

Values, Beliefs, and Attitudes: Investigate the influence of values, beliefs, attitudes, and mindset patterns on coaching dynamics, fostering a holistic understanding of clients.

What is Covered?

Working with Multiple Intelligence: Learn how to leverage multiple intelligences in coaching, tailoring approaches to diverse cognitive styles and preferences.

Leading Self and Others: Address the importance of self-care and wellness in leadership, emphasizing the connection between leading oneself and effectively leading others.

Meaningfulness and Spirituality: Delve into the realms of meaningfulness and spirituality in coaching, recognizing their significance in personal and professional development.

Coaching Challenges and Blindspots: Navigate coaching challenges, issues, blocks, blind spots, and imposter syndrome, equipping coaches with strategies to overcome common obstacles.

Trust, Empathy, and Understanding: Explore the critical elements of trust, empathy, and understanding in coaching relationships, fostering effective communication and rapport.

Diversity, Equity, and Inclusion: Address the principles of diversity, equity, inclusion, and collaboration in coaching, promoting an inclusive and culturally sensitive coaching approach.

Systemic Team Coaching: Understand the dynamics of systemic team coaching, acquiring skills to navigate complexities within team environments.

Building Resources and Ongoing Development: Develop a toolkit of resources for coaching, ensuring ongoing professional development and fostering a network of support within the coaching community.

Program Outline

Synchronous Learning

Asynchronous Learning

Session 1:

- Introduction to Advance Coaching Program Framing.
 - Program Expectations.
 - Synchronous and self-learning.
 - Discussion on ICF Competencies.
 - PCC Markers, Team Coaching Competencies.
 - EMCC Competencies.
 - Ethics of Coaching.
 - Engaging with Multiple stakeholders.
 - Experiential learning Exercise in breakout rooms.
 - Coaching Presence and Levels of Listening.
- Reading,
 - Reflective Exercise with Small Teams Participants will be assigned to a Team,
 - Experience Team dynamics

Session 2:

- Evoking Awareness
- Johari Window, Iceberg Model, Models for Change
- Deepening and Expanding – Thought proving and Creative

Session 3:

- Trust and Psychological Safety
 - Psychological theories and considerations
 - Theories & Models – NLP
 - a. Reframing
 - b. Perceptual Position
 - c. Meta Model language
 - d. ABCDE Framework
 - e. Change of State
 - Establishing the Coaching Agreement
 - Adult learning Theories Klobs
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Program Outline

Session 4:

- Facilitating learning and growth
 - Neuroscience of coaching
 - Self Discovery
 - East West Integration in
 - a. Psychology: states of awareness
 - b. Neurobiology: Mind Body
 - c. Quantum Science
 - d. Chakras
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Session 5:

- Systemic Team Coaching,
 - Systemic underpinnings,
 - benefits of Systemic Coaching Teams,
 - the case for an Integrative approach to Systemic Team Coaching.
 - a. OD Framework of Self/Team/System
 - b. Understanding Self
 - c. Understanding Teams
 - d. Understanding Systems
 - e. Benefits of Systemic Coaching
 - Organisational coaching
 - Building a Coaching Culture
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Session 6:

- ICF Team Coaching Competencies
 - Individual Coaching & Development
 - Other team experiences
 - a. Team Development
 - b. Team Building
 - c. Team Facilitation
 - d. Team Mentoring
 - e. Team Consulting
 - f. Team Coaching
 - Coaching approaches supporting team growth, listening, empathy
 - Types of Teams
 - Roles of Team Members & Leader
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Program Outline

Session 7:

- Theoretical underpinning and Approaches to Team Coaching
 - Systemic Coaching,
 - a. Google Project Oxygen
 - b. Google Project Aristotle
 - Multiple Levels of Intelligence
 - Emotional and Social intelligence
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Session 8:

- Working with Diverse and Inclusion
 - Belonging For Individual and teams – Inclusion and Belonging, Collaboration,
 - Eco-systems
 - Agreement & Contracting
 - Stakeholder views & Involvement
 - Culture & Climate Surveys
 - Addressing Lencioni Dysfunctions of Teams
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Session 9 :

- Group Mentor
 - Coaching session
 - Insights from your coaching sessions , practice sessions, feedback from mentors and peers.
 - Your learnings and development plan for ongoing learning
 - The art of deliberate practice
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Program Outline

Session 10 and 11

- Applications – Case study Discussion • SPEED Team Coaching Process
 - Coacharya SPEED Process
 - Sharing and Bonding
 - Producing a collective Vision
 - Exploring Options
 - Establishing Structure
 - Developing Actions
 - Peter Hawkins Framework
 - Katzenberg Framework
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Session 12:

- **Group Supervision Session 1**
 - 7 Eye Model
 - Concepts in Psychology
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Session 13 :

- Tools, Techniques, Expanding Systemic Learnings and Growth
 - Managing Conflicts in teams
 - Current issues experienced by teams.
 - Applying theory to practice – learnings, reflections,
 - Theory U: From closed to open mind, heart & will
 - Factors of Change: Models Lewin, ADKAR, Hofstede etc
 - Review on SPEED Team Process
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Session 14 and 15:

Mentor Coaching Session

- Ongoing learning, Staying updated
 - Applications, Resource Building
 - Application for Team Coaching Credentialing
 - Discussion on Credentialing Exam
 - Capturing Learnings and Takeaways
 - Completion of the Program.
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Certification Requirements & Expectations

Case Study Completion: Successfully conclude one comprehensive case study, showcasing practical application of coaching principles.

Observed Sessions and Mentoring: Submit transcripts and self-evaluations for three observed coaching sessions, accompanied by mentoring with written feedback.

Reflective Assignments: Complete a series of smaller reflective assignments to deepen understanding and reinforce key concepts.

Pre-session Reading: Engage in thorough pre-session reading to arrive prepared and maximize the effectiveness of each learning opportunity.

Peer-Coaching Participation: Actively participate in peer-coaching sessions, fostering collaborative learning and skill reinforcement.

Ongoing Self-Evaluation: Continuously assess personal progress and learning, actively engaging in self-evaluation throughout the program.

Applied learning : Mandatory coaching of at least one executive client for 4-6 sessions, engage in 4-6 team coaching sessions - accompanied by the creation of a detailed case study documenting the coach's growth, developmental areas, learning, and resources. (Guidelines will be provided to ensure clarity and consistency in documentation.)

Contact
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