



**ICF CERTIFIED COACH TRAINING PROGRAM  
CERTIFIED LEADERSHIP COACH  
ENHANCE YOUR PROFESSIONAL ROLE!**

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# ICF CERTIFIED COACH TRAINING PROGRAM CERTIFIED LEADERSHIP COACH ENHANCE YOUR PROFESSIONAL ROLE!

## Bring Destination Leadership's proven and popular Certified Coach Training into your organization and **TRAIN YOUR WHOLE TEAM** as Certified Leadership Coaches!

Fast-Track the development of internal coaching capacity, build credibility, and equip your team with value-add leadership coaching expertise. The **Certified Leadership Coach (CLC)** credential will enhance your team's role as HR professionals, consultants and business partners with internal clients, colleagues and employees at all levels.

Participants will receive the **Consultant-Coach Continuum** and explore the distinction between consulting and managing, mentoring, and coaching with clients, and discover opportunities to apply a coach-approach in the workplace.

Coaching is a **powerful skill-set** that is built on the foundation of developing high trust relationships and partnerships, high impact communications skills, and a strong focus on supporting people through change and transition in the workplace and in life!

- The **ICF Fast-Track: Certified Coach Training** is approved by the **International Coach Federation (ICF)** as an Approved Coach Specific Training Hours (ACSTH) Program for 65-hours of coach training.
- Participants earn the **Certified Leadership Coach (CLC)** credential, and complete the coach training requirement toward the ICF's **Associate Certified Coach (ACC)** credential.
- Participants receive **55 Continuing Professional Development (CPD)** Hours towards maintaining the **CPHR Designation in Saskatchewan**, **The program is also accredited by CPHR Alberta & CPHR Manitoba**

The **Fast-Track** program includes 65-hours of coach training and a powerful 5-day learning experience in alignment with the ICF Core Competencies, as well as a high quality post-program with keynote speakers on topics integrating coaching with neuroscience, positive psychology, emotional intelligence, leadership culture, and team coaching.

Participants will experience a robust pre-work and post-work programming, a five-day classroom experience focused on the ICF Core Competencies curriculum, self-awareness tools and exercises, individual and team coaching assignments, coaching practicums, mentor coaching, post-course webinars and guest speakers, and a tool kits of coaching templates, models and resources.



## PARTICIPANTS RECEIVE:

- Five (5) days of **classroom training** on the ICF Core Competencies & Code of Ethics
- Five (5) **Webinar Modules** featuring guest speakers and coaching experts (see speaker list below) on key coaching-related topics
- 10+ Hours of **Group Mentor Coaching** with a ACC or PCC-level Coach focused on coaching practicums, audits, and individualized feedback
- **Coach Starter Kit:** A robust coach starter kit of **EXPEDITION Coaching** methodology, models, tools and processes, templates and resources that can be applied immediately.
- Access to **Online Certified Facilitator Modules**
- **Pre-Qualified as EXPEDITION Coaching Certified Facilitators**, and access to the online facilitator certification process
- Access to **eCoach Training Portal**
- Lifetime **EXPEDITION Coaching Membership**

**ICF FAST-TRACK: CERTIFIED COACH TRAINING PROGRAM (ICF-APPROVED)**



# EXPEDITION COACHING METHODOLOGY

The core coaching curriculum is aligned and mapped to the ICF Core Competencies, and fully integrated into the 65-Hour **Certified Coach Training Program**. A high-level outline of the core coaching program content/topics is provided below:

- **PART ONE** Focuses on foundational coaching skills: **Developing a Coaching Mindset**; and
- **PART TWO** Focuses on application of the skills: **Applying the Coach-Approach in the Workplace**;

## PART ONE:

### Developing a Coaching Mindset in the Workplace

#### Module 1: The Coaching Role

- ✓ Leadership Coaching Role & Principles
- ✓ Tell/Ask Continuum (What/How/Who)
- ✓ The Managing-Mentoring-Coaching Distinction
- ✓ Development vs Performance Conversations
- ✓ Coaching Relationship Compass: Trust Model
- ✓ Develop an Intentional Coaching Mindset

#### Module 2: GUIDE Coaching® Model

- ✓ Developmental Conversation
- ✓ The 5-Step: GUIDE Coaching® Model
- ✓ Establishing the Coaching Agreement
- ✓ The Beginning, Middle, and End
- ✓ The Coaching Mindset Shift
- ✓ Developing Coaching Presence

#### Module 3: Intentional Listening™

- ✓ The Coachee's Agenda
- ✓ Listening for the Positive Essence
- ✓ The Iceberg Model for Listening
- ✓ The "Who" vs "What"
- ✓ The Listening Mindset Shift
- ✓ Diffuse Emotional Hijacks & Overcome Filters

#### Module 4: Intentional Questioning™

- ✓ The Intentional Questioning Process
- ✓ Open & Closed-Ended Questions
- ✓ Facilitating Thinking & Problem-Solving
- ✓ Developing Shifting Questions (From/To)
- ✓ The Intentional Questioning Mindset Shift
- ✓ Transferring Ownership for Action



## PART TWO:

### Applying the Coach-Approach in the Workplace

#### Module 5: Coaching Through Change

- ✓ The Coach-Approach to Change & Transition
- ✓ Coaching through the Stages of Change
- ✓ Shifting from Resistance to Acceptance
- ✓ Explore Choice & Mindset During Change
- ✓ Apply Intentional Listening to Transition
- ✓ Apply Intentional Questioning to Transition

#### Module 6: Coach-Approach to Feedback

- ✓ Intentional Coaching™ Language
- ✓ Facilitating Awareness & Aha Moments
- ✓ Developmental Feedback Types
- ✓ Sharing Observations, Request, Challenges, Information, and Insights for Awareness
- ✓ Acknowledging the Coachee's Essence

#### Module 7: The DIRECT Feedback™ Model

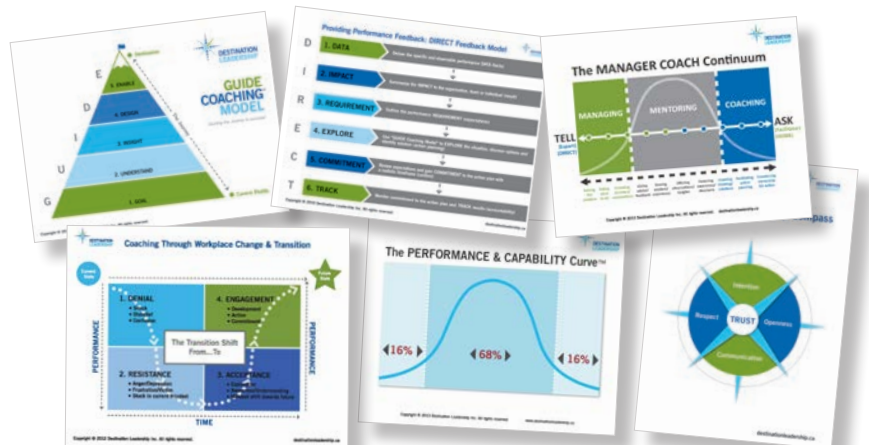
- ✓ The 6-Step: DIRECT Feedback™ Model
- ✓ Coaching and the Performance Curve
- ✓ Manager Agenda and Ownership
- ✓ Holding People Accountable
- ✓ Taking a Coach-Approach to Performance Conversations in the Workplace

#### Module 8: Coaching Workplace Styles

- ✓ Coaching Workplace Styles: Achieving, Persuading, Supporting, and Evaluating Styles
- ✓ Focus: Task vs. People; and Tell vs. Ask Focus
- ✓ Explore Characteristics and Challenges
- ✓ Understanding Self and Others
- ✓ Adapting your Workplace Style

## MODELS & TOOLS

- The 5-step **GUIDE Coaching® Model**;
- The 6-step **DIRECT Feedback™ Model**;
- The **Coaching Relationship Compass: Trust Model**;
- The **Coaching Through Change & Transition Model**;
- The **Manager-Mentor-Coach Continuum**;
- The **Performance & Capability Curve**;
- The **CHOICE Map Model**;
- The **Intentional Styles Model**; and
- The **Handbook of Intentional Coaching Questions**.



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# WEBINARS

The webinars will also provide an opportunity for each participant to: (1) Learn best practices in coaching; (2) Be exposed to a coaching-related expert; (3) Practice coaching and receive feedback; (4) Engage in dialogue and discussion; and (5) Share successes and ask questions.

- 1** **Topic: Coaching & the Brain** – Guest Speaker: Paul Mohapel, PhD Psychology, Royal Roads Faculty, and President Mohapel Mindful Leadership;
- 2** **Topic: ICF Core Competencies Demystified** – Guest Speaker: Carly Anderson, MCC, ICF Assessor, and President of The Mentor Coaching Group;
- 3** **Topic: Positive Psychology & Coaching** – Guest Speaker: Kara Exner, PCC and Instructor of Positive Psychology, and President Nine Lions Coaching;
- 4** **Topic: Developing a Coaching Culture** – Guest Speaker: Sandra McDowell, PCC and Vice-President, Communications & Culture, First Credit Union, BC, and President Think Big Coaching & Consulting;
- 5** **Topic: Group and Team Coaching** – Guest Speaker: Jennifer Britton, PCC and President Potentials Realized; and
- 6** **Topic: Coaching & Emotional Intelligence** – Guest Speaker: Janice Gair, PCC and President of EI Advantage.

# TESTIMONIALS

- “Our coaching journey with Destination Leadership began with five senior leaders from Saskatoon Public Schools completing the 65-hour Certified Coach Training. We started to introduce the ‘coach-approach’ style to leadership to our school principals and vice-principals. They were so enthusiastic about the coaching strategies presented in our brief sessions that they requested more and more exposure to the program. We eventually brought the EXPEDITION Coaching Program to our entire school leadership group, and four of the senior leaders became Certified Facilitators of the EXPEDITION Coaching Program. Many considered this to be the most valuable professional development they have received as school leaders as it allows for positive interactions not only with their teaching and support staff, but also enhances their abilities to work constructively with students and parents. The coaching skills gained in the Destination Leadership program will enhance your ability as a coach, advisor and influencer in all aspects of your life. It is highly recommended!” **Jaime Valentine, Superintendent of HR, Saskatoon Public Schools**
- “Although I had been working with people using an ‘informal coaching approach’ for many years, I soon realized how much more there was to learn. The facilitator’s expertise and passion create a rich atmosphere for learning. The course materials and resources provide a solid foundation for applying coaching in the workplace. As a strong testament to the Expedition Coaching Program, a total of seven staff received the Certified Coach Training, and another core group were trained as in-house Certified Facilitators who implemented the 2-day coaching EXPEDITION Coaching skills training within the organization in both English and French. Since implementing the coaching program, we have had resounding, positive feedback from employees. Many have shared with us that they have used the skills learned both inside and outside work. I strongly recommend Destination Leadership’s certified coach training if you are looking to enhance your leadership or consulting role.” **Manager, Federal Government**
- “When I received my first coach four years ago, I was taken aback by the approach. I didn’t understand why I would need a coach if I did all the work coming up with my own solutions. However, when I decided to try Destination Leadership’s Certified Coach Training, I was blown away by the theory behind coaching. It created such a monumental shift in my thinking. Throughout my 10 years of leading our HR department, I have taken many courses and attended many conferences on how to guide, mentor, and receive the best outcomes with our staff, and it was very overwhelming. Coaching was the missing piece in our HR strategic plan. With the help of a federal grant for non-profits, we sent our entire provincial team to the Certified Coach Training. Coaching became our answer as it benefits both our staff and our managers. We now implement the coaching model from managers, to staff, to our children. We strongly believe the coach approach is the best way to raise our children and cultivate our staff to become independent and accomplished.” **Nicole Cook, Chief Operating Officer, Hope’s Home**



Contact us for information on IN-HOUSE Training options:

Call: 306 539 8924

Email: [shana@destinationleadership.ca](mailto:shana@destinationleadership.ca)

[www.destinationleadership.ca](http://www.destinationleadership.ca)

