Coaching Fundamentals (level 1)

Duration: 87 hours
Audience: Coach

Who is this training for?

Organizational leaders, human resources and organizational development professionals, coaches, consultants, internal or external trainers.

Training objectives

- Elevate your capacity for impact as a leader.
- To establish the first foundations of individual or collective support.
- To propose a space-time that creates change.
- Learn how to respond to a customer request in a powerful and relevant way.
- Appropriate the code of ethics of the coach at the service of the relationship and the request for coaching.
- Learn how to develop the skills of the professional coach.
- Acquire the keys to the strategic approach that links the laws of living systems, communication and constructivism.
- Practice meta-communication and strategic feedback.
- Recognize the interaction of body and mind and make it a lever for evolution.
- Experiment in the laboratory with new strategic options and projective tools.
- Introduce you to the position of leader-coach of a team or a collective.
- Learn to lead a group in a coaching position.

Summary

This cycle 1 is integrated into the "Coaching Training" program of International Mozaik, accredited by the International Coaching Federation (Level 2), this step also allows access to the ACC (Accredited Certified Coach) level of professional recognition with ICF. Developing coaching skills can become an important advantage for managers and leaders who want to embody agile and transformative leadership on a daily basis in this period of uncertainty. Adopting a leader-coach posture allows

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you to position your leadership differently, to think differently about your authority, your role and your commitment to, with your employees, succeed in change. Bringing out the full potential of its employees, co-creating their relationship together in a powerful alliance to find new answers to current challenges, these are some of the new ways of being and doing within the reach of today's leader. Through this intensive course (ICF certified), you give yourself the means to better support your employees and to emerge with them winners from the current crisis and others to come.

Duration: 1 virtual launch of 3 hours + 24 half-days (virtual) or 12 days (face-to-face).

Course outline

Composition of the course:

1 half-day launch, 4 training modules, 1 hour of personalized mentoring coaching included, 1 individual Nova Profile assessment and a 60-minute debrief with a NOVA certified professional (new), + 3 sessions of practices scheduled in peer groups between each module.

Three choices of schedule are possible depending on the dates chosen : daytime (Thursday and Friday morning from 8:30 a.m. to 12:00 p.m.), evening (Wednesday and Thursday evening from 6:00 p.m. to 9:30 p.m.), daytime face-to-face - full days (Wednesday, Thursday, Friday from 8:30 a.m. to 4:30 p.m.).

1st module: foundations.

- Discover the profession of leader-coach.
- Lay the foundations for a new beginning as a leader to move forward with his collaborators in the unknown and uncertainty.
- Learn to co-create the relationship with your employees.
- To recognize oneself by enriching oneself with diversity in order to connect with others and therefore with one's employees.
- Explore individual and collective dynamics and the basics of the strategic and global approach to change based on the laws of living systems.

2nd module: practice leader-coaching.

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- Use the keys to driving energy to support your employees in a healthy way.
- Practice supporting an employee by setting up the elements of a coaching session contract and experiment as a leader with the 8 strategic skills of a coach to help his employees grow and transform their action.
- Entering into an ethical relationship with your employees.

3rd module: an emerging identity-coach.

- Dare to surprise yourself and surprise in the support of an employee. To take stock of his evolution as a leader-coach and to project himself into the future.
- Our pedagogy takes up the pedagogy of the Future of the International Mozaik coaching school and is based on their experiential approach to change, refers to the Leadership of the Living and its laws. This pedagogy takes up the keys of the Palo Alto school (systemics, communication and constructivism) and integrates the advances of neuroscience and psychology.
- Many projective and other tools make up the leaders' toolbox.

4th module: collective coaching.

- Learn to create collective dynamics.
- Develop your leadership style.
- Practice decoding the collective processes in a group.
- To learn about the practice of systemic reflection of a collective and the practice of strategic feedback.
- Practice several types of animation of a collective.

Approach and methodology

Our pedagogy is centered on the integration of the system and the learning of strategic tools from the Palo Alto school. The concepts and methodologies come from systems theory, neuroscience, Gestalt and Transactional Analysis. The pedagogical approach is linked to the professional context in an interactive dynamic between training time and working time. Participants are placed in a situation where they can experience and practice the projective methodologies and techniques presented. In

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order to strengthen his or her knowledge, each participant prepares the design and facilitation of a group intervention or an individual coaching session that he or she will carry out during the 3rd module. Theoretical materials make it possible to formalize the achievements of the training. During the intersession, the participants, gathered in groups of peers, experiment with the tools transmitted, work on some recommended readings and prepare the intervention of the last module. Pedagogical and technical resources: Dissemination of a support during the animation and PDF file available (to download) on the collaborative platform, Individual or group work, Educational videos, Provision of an educational space on our online collaborative platform (including a binder and a digital toolbox).

Prerequisites

Have a minimum of 3 years' professional experience and a professional project. The individual objectives, the phase of progress of the professional project and the existing achievements will be collected during a preliminary orientation interview before the final registration in order to validate the adaptation of the profiles to the announced content.

Recommendations

Be open to personal reflection and questioning in order to develop your position as a coach. Actively participate in activities, exchanges and practical applications during the training. Get involved in coaching exercises to promote the integration of skills. Apply learning in your professional environment to reinforce what you have learned. Continue skills development through practice, supervision or additional training. Consider this training as a first step towards a coaching certification path.

Accreditations

The activity is recognized by CHRP (pre-approval number: 5931).

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