

# COACHING LEADER PROGRAM



A scholarly, research-based program designed to strengthen participants' coaching skillset and expand their toolkit. Learn how personal transformation occurs using your own experiences and reflections. Use coaching as a *practice*, a *skill*, and as a *management technique*.

## Program Objectives:

- De-mystify coaching presence into actionable steps.
- Identify and deepen key coaching skills, including active listening, powerful questioning, providing useful feedback, working through resistance, creating actionable goals, and empowering others.
- Explore how flexing coaching styles to fit different situations will maximize your impact as a coach.
- Create a unique coaching model, guidebook, and toolbox that you can use as a reference to inform your own coaching approach.

## What Makes us Different

The Coaching Leader Program is a collaboration between GroupWorks Consulting, LLC and Saint Joseph's University. As a University-based program, our faculty are scholar-practitioners and professional coaches with years of experience developing and curating research-based practices and teaching executives and students. In addition, our program fulfills the ICF ACC portfolio requirements and qualifies for 12 CEUs through the University's IACET accreditation.

## The Multi-Modal Approach to Coaching Leadership

Our program framework covers the International Coaching Federation (ICF) Core Competencies from a multi-modal perspective. We step beyond the fundamentals of coaching by providing you with diverse models and techniques so that you can be a more agile coach, able to thrive in a wide variety of situations and with different clients. Recent research indicates that effective coaching, from both the client's and the coach's perspective, is highly situational and involves three intersecting elements: task agreement, goal agreement, and the affective bond between coach and coachee.<sup>1</sup>

Most programs focus on the affective bond with the coachee – our program is unique because we will be focusing equally on all elements that make a significant difference in your coaching competence.

## After completing this 125-hour program, you will be able to:

- Integrate adult learning principles into your coaching practice
- Unlock your creativity using powerful questions and systems thinking to help your client come up with innovative solutions to complex problems
- Apply a systems approach to coaching by helping clients analyze organizational cultures, build teams and work within their organizational structures
- Practice, review, and recognize the underlying science of all the ICF Core Competencies\*
- Make the connection between being a coach and being a coach leader.
- Apply
  - Competency Models like Emotional Intelligence
  - Gestalt methods for working through resistance
  - Clinical psychology skills for non-therapeutic coaching sessions
  - Research in neuropsychology and leadership
  - Intentional conversation skills using tools like SAVI™

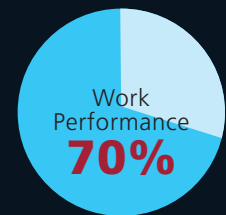
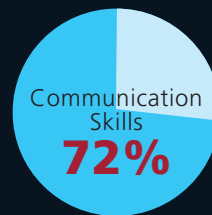
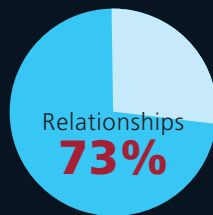
## Is this the Right Program for You?

Program goals are developed for three populations: leaders and managers who want to hone their coaching skills in the workplace, practicing coaches who want to deepen their skills and gain certifications, and those new to coaching who are looking to begin to practice executive coaching. We aim to foster a culture of coaching that values partnering with clients in a thought-provoking and creative process, inspiring them to enhance their personal and professional potential. We train coaches to successfully navigate the business, non-profit, and healthcare sectors.

The **International Coach Federation (ICF)** defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

**For many coaching is a life-changing experience that dramatically improves their outlook on work and life while improving leadership skills.** Coaching helps people tap into their potential, unlocking sources of creativity and productivity.

Individuals who partner with coaches have reported several benefits, including improved:



2009 ICF Global Coaching Client Study

For more information, contact: **Marie Stevenson Director**

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CPD

**Class will be held on campus at Saint Joseph's University Executive Business Center.**

**Session 1:** October 4 - 6, 2019 (All day Friday, Saturday & Sunday)

**Session 2:** November 8 -10, 2019 (All day Friday, Saturday & Sunday)

**Session 3:** February 20-23, 2020 (All day Thursday- Sunday)

Program cost: \$9750. SJU students and alumni receive a \$250 discount

To learn more, please visit: [www.sju.edu/CPD](http://www.sju.edu/CPD)



<sup>1</sup> de Haan, Erik; Grant, Anthony M.; Burger, Yvonne; Eriksson, Per-Olof (2016) A large-scale study of executive and workplace coaching: The relative contributions of relationship, personality match, and self-efficacy. *Consulting Psychology Journal: Practice and Research* Vol 68(3), Sep 2016, a189-207.)