
B E Y O N D C O A C H I N G

P o w e r e d b y C o n s c i o u s n e s s ™

Beyond Coaching – Powered by Consciousness™ is the ground breaking ICF accredited coach training program from Consciousness Coaching®. The program is the first of its kind for the corporate market – creating a ‘conscious way of being’ as a leader, team member and organisation whilst at the same time accrediting people within the organisations as coaches.

COURSE OUTLINE

Beyond Coaching – powered by consciousness™ is designed specifically for the workplace and will revolutionise the way your employees think, live and act in business. Delivered by internationally qualified and experienced coaches, this dynamic and constructively challenging program will empower your people to be highly effective communicators, active team players and inspiring leaders.

PROGRAM OUTCOMES

By the end of the program, participants will gain:

- An internationally recognised Professional Coaching Diploma, accredited by the ICF (International Coach Federation)
- The know-how to successfully integrate coaching as a way of being and doing in business
- The ability to facilitate change and be a source for transformation in their organisations
- A more conscious approach to leadership and relationships within organisations
- Powerful coaching skills that enable:
 - Committed real-time business problem solving
 - Significantly increased performance and productivity
 - Sustainable team cohesion and development
 - Conscious conflict resolution
 - Empowering communication across all channels
 - Inspiring and effective leadership
 - Responsible relationship management

PROGRAM CONTENT

Exploring the context and content of consciousness, and how to operate it successfully.

The meaning and practice of essential consciousness and Beyond Coaching principles:

- Integrity and authenticity
- The Ladder of Power™ – transforming complaints into victories
- Compassion
- Assumptions – or rather, the power of no assumptions
- Transforming breakdowns into breakthroughs
- Mastering the comfort zone
- Basics in the art of coaching:
- The concept of coaching and how it is distinguished from consulting, therapy and training
- The Beyond Coaching methodology/model/strategy
- Ethics and Core Competencies of coaching according to Beyond Coaching and the International

COACH FEDERATION (ICF)

- Relating the coaching core competencies to the art of relating in the workplace
- The 8 golden Beyond Coaching coaching rules
- Structure, preparation and delivery of coaching sessions
- Practical training in delivering coaching
- Competence development in essential communication skills

ADVANCED COACHING TECHNIQUES:

- The power and effect of questioning
- Listening
- Time and timing
- Efficiency and effectiveness
- Responsibility
- Connection
- Making wrong – making right
- Application and integration of coaching techniques and principles in the workplace

PROGRAM DURATION & STRUCTURE

The program is 10 full days in duration – split into 5 modules of two days each.

Optional Extra: Should the delegate choose the ICF accreditation, then the standard ICF requirements and exams follow on from the program.

TRAINING APPROACH

Beyond Coaching combines practical, tangible and experiential learning methodologies to deliver a highly interactive and challenging program that engages participants, expands their awareness of self and others, and equips them with indispensable coaching skills to transform the workplace, all in a space where they can have fun while doing it.

COURSE OUTCOMES

Outcomes and Benefits of Beyond Coaching: Module by Module

Module 1:

Coaches receive the following outcomes and benefits:

Day 1

- Begin working on their coach 'being' by being introduced to the notion of consciousness and the power inherent in being able to operate consciousness, especially in a coaching situation.
- Clarity on what coaching is and the big picture of the Consciousness Coaching® methodology via an overview of the approach.
- Deeper knowing from their first inquiry: Getting, which deepens their ability to understand others beyond just their words through developing their intuitive skills.

Day 2

- Awareness of the power of questioning, in particular questions to open up clients' vision for themselves.
- Clarity on the Consciousness Coaching® session protocol, a roadmap that will guide them through each coaching session.
- Personal coaching feedback through the 1st coaching session practice.
- Deeper understanding about Integrity: a principle of operating consciously that builds up the power of our word and our ability to create results more easily, with
- less effort. Integral to this is how to help clients increase their integrity.
- Personal coaching feedback through the 2nd coaching session practice.
- Understanding of the importance of the code of ethics in coaching.

Module 2:

Coaches receive the following outcomes and benefits:

Day 3

- A developed understanding of putting emotions in context and the potential inherent in acting for growth irrespective of whether this feels good or not.
- Further clarity on the CC® protocol: how to help the client set inspiring stretch targets and build a bridge between sessions.
- Understanding the golden rules of Consciousness Coaching®.
- Familiarity with the ICF Core Competencies (Part 1) and how these relate not only to coaching but also to relating in the workplace.
- Personal coaching feedback through the 3rd coaching session practice and the 1st facilitator Observed Coaching Session, which captures group learning.

Day 4

- Familiarity with the ICF Core Competencies (Part 2) and how these relate not only to coaching but also to relating in the workplace.
- How to use the Ladder of Power as a coaching and management tool: how to convert a negative mindset into a positive, empowering one anytime, anywhere. • Deeper knowing from their second inquiry: Listening, which takes them beyond the usual listening exercises and listening development. Coaches are trained in how to listen for another's Identity and how to shift this in order to effect powerful change as coaches.
- Personal coaching feedback through the 2nd and 3rd facilitator Observed Coaching Sessions, which captures group learning.

Module 3:

Coaches receive the following outcomes and benefits:

Day 5

- Connecting with compassion for others, how this applies in a work context for the betterment of relationships, and the boundaries of when they stop being compassionate and connecting.
- Deeper knowing from their third inquiry: Shifting Making Wrong into Making Right, which impacts and shifts their mindset and creates benefits for the organisation.

- Personal coaching feedback through the 4th and 5th facilitator Observed Coaching Session, which captures group learning.
- Group learning through Open Forum discussion 1: exploring through open space Q&A how coaching applies to and can best be used in the workplace.

Day 6

- Deeper knowing from their fourth inquiry: Story versus What Is, which helps coaches distinguish how to be at their most powerful by dealing with what is and avoiding the stories we attach to events.
- Personal coaching feedback through the 6th facilitator Observed Coaching Session, which captures group learning.
- Learning experience from 1st Peer Observed Coaching Session and feedback.
- Deeper knowing from their fifth inquiry: Comfort Zone, which explores how to keep them, and their clients, at the edge of continual learning and development.
- Instruction on closing a coaching session.

Module 4:

Coaches receive the following outcomes and benefits:

Day 7

- Knowledge of Group Coaching and High Performance Coaching.
- Clarity on Diploma Exam qualification.
- Personal coaching feedback through the 7th facilitator Observed Coaching Session, which captures group learning.
- Learning experience from 2nd Peer Observed Coaching Session and feedback.
- Deeper knowing from their sixth inquiry: Transforming Breakdowns into Breakthroughs, a powerful method of changing one's mindset and consciousness about the inevitable 'downturns' of life into welcoming them as possibilities for expansion and growth.
- Group learning through Open Forum discussion 2: exploring new themes emerging about coaching and applying these to the workplace and workplace relationships.

Day 8

- Deeper knowing from their seventh inquiry: Responsibility, which enables them to see the extent of responsibility we can take for our lives, and encourages them to step out of any victim mindset and into responsibility and the accompanying power this entails.
- Personal coaching feedback through the 8th facilitator Observed Coaching Session, which captures group learning.
- Learning experience from 3rd Peer Observed Coaching Session and feedback. Deeper knowing from their eighth inquiry: Authenticity, which enables them to see where they are

being inauthentic as leaders and in their lives and what it means and takes to be authentic, plus the positive effects of this on relationships and the workplace.

Module 5:

Coaches receive the following outcomes and benefits:

Day 9

- Deeper knowing from their ninth inquiry: Time and Timing, which enables them to get the difference between linear time/planning and intuitive time/coincidence, and how to use both Time and Timing to achieve superior results in the workplace.
- Deeper knowing from their tenth inquiry: Efficiency and Effectiveness, enabling them to maximize their effectiveness in the workplace.
- Personal coaching feedback through the 9th facilitator Observed Coaching Session, which captures group learning.
- Learning experience from 4th Peer Observed Coaching Session and feedback.

Day 10

- Deeper knowing from their eleventh inquiry: Completion, which explores the notion of maximising the results one is able to achieve in one's life by completing all incomplete things and thereby garnering the energy available through this to channel into achieving results.
- Personal coaching feedback through the 10th facilitator Observed Coaching Session, which captures group learning.
- Clarity on final steps towards the Diploma.

TRANSFORM YOUR PEOPLE, TRANSFORM YOUR BUSINESS!