

Leadership Coaching Certificate Program
Spring 2010 Cohort

Leadership Coaching as an Organization Intervention

In this foundational course in learning how to coach leaders, students will learn fundamental distinctions, concepts and models that help coaches work effectively with leaders. In addition, aspiring coaches will learn about the necessity of working on their own development, and will be introduced to basic coaching skills that will be expanded upon in subsequent courses.

January 13-15, 2010

Coaching to Create Breakthroughs: Defining and Practicing Elements of the Coaching Relationship

In this course participants receive practice and feedback on coaching skills, learning to use coaching to increase the success of organizational interventions and to create breakthrough thinking and actions.

February 17-19, 2010

Flow of Coaching

This course provides reflection and action-oriented experiences to integrate the mechanics of coaching. Participants customize a comprehensive toolkit of best practices.

March 23-26, 2010*

*Note that this session is four (4) days long.

Coaching to Stage Development and Leadership Presence

This course will introduce you to the conventional and post-conventional stages of adult development with an emphasis on their importance to coaching. This framework is critical for your understanding of humans and how they grow and change. You will leave with a deeper appreciation for the distinctions between horizontal growth and vertical development, as well as tools for facilitating each. We will also explore how the meaning-making stage of the coach can influence the coaching relationship and coaching outcomes. Finally, we will draw connections between stage of development and leadership presence.

Students will have the opportunity to complete the Maturity Assessment Profile (MAP) and receive a report describing their current stage of development. This report will be used in the fourth class session when students explore how to skillfully meet their clients at their stage of development. The MAP was created by Susanne Cook-Greuter, Ph.D., and is a rigorously researched, highly respected assessment tool for measuring adult stages of development.

April 28-30, 2010

Coaching Teams and Groups

This course emphasizes experiential learning exercises, in which participants coach teams and team leaders, and design activities for them that support alignment to organizational goals.

June 16-18, 2010

Coaching Integration Seminar: Leveraging Your Learning and Moving Forward

Participants integrate the theory learned in previous courses, extract best practices, reflect on insights, and link what they have learned to finding the role of coaching within diverse organizational initiatives.

July 21-23, 2010