

Internal Co-Active Coach



Internal Co-Active Coach

- ✦ The growing importance of coaching as a cost-effective developmental tool is leading many organizations to expand their internal coaching capabilities. If your organizational role includes coaching leaders to reach their highest potential and bring performance to the next level, the Coaches Training Institute's Internal Co-Active® Coach (ICC) program is for you. This fully ICF-accredited training program will build a solid foundation of skills in Co-Active Coaching, tailored specifically to your needs as an internal organizational coach, human resource business partner or internal organization development consultant. CTI's methodology centers on bringing out the very best in people through a relationship-centered approach, emphasizing both action and learning. In this program, you'll be joined by a wide range of human resource development professionals from varied industries focused on strengthening leadership skills and building effective coaching relationships within their organizations.

The Internal Co-Active Coach program includes the following elements:

- ✦ **I. Self and organizational assessment**

Prior to the workshop you will be asked to complete a coaching skills assessment that will provide a view into your current coaching skills profile as well as the organizational climate in which your coaching will take place.

- ✦ **II. Experiential learning**

The Three-Day Internal Co-Active Coach workshop will engage you in an array of fun and valuable experiential learning activities designed to build your core coaching skills and give you the tools to immediately apply the learning to your day-to-day activities.

- ✦ **III. Follow-up telephone lab**

Participation in a post-workshop follow-up session conducted online and via telephone, to reinforce and directly apply the classroom learning. The Lab will also introduce and kick-off the Fieldwork component of the program.

- ✦ **IV. Fieldwork application and practice (optional)**

The ICC program provides you with a web-based toolkit and workbook that outlines each phase of the coaching process, and provides a range of intake forms, worksheets and field

continued on back page

Past
participants
include:

Accenture

Boeing

Capgemini

Charles Schwab

Cisco

Disney

FedEx

Genentech

Google

IBM

ING

Juniper
Networks

KPMG

Marriott

Microsoft

Northrop
Grumman

RBC

Financial

Group

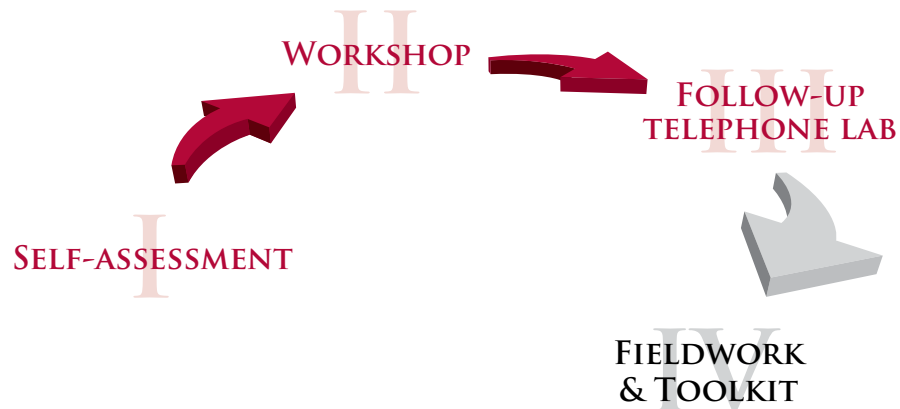
Wells Fargo
Bank

W.L.Gore

Yale School of
Management

practice assignments. During the three Fieldwork Labs (conducted as teleconferences), you'll debrief assignments and share best practices in areas such as:

- **Start-up and assessment:** Planning to work with your clients and use formal and informal assessment data in the coaching engagement.
- **Ethics and legal issues:** Recognize when ethical or legal dilemmas emerge in the coaching process, and use a systematic process for decision-making.
- **Measurement:** Plan a strategy for measuring the outcomes and ROI of your coaching work with internal clients.



✦ **Outcomes:**

- Learn and develop the foundational skills of CTI's industry leading Co-Active Coaching Model
- Design powerful alliances with internal clients that maximize results of the coaching process
- Use skills of Co-Active Coaching to bring out the best in others within your organization
- Use assessment data to support the coaching process
- Plan strategies to measure the impact of a coaching engagement
- Recognize ethical or legal dilemmas and use a systematic process to make decisions

Special Features

- ICF accredited training program
- Personal and organizational coaching assessments
- Blended learning process includes classroom workshop, telephone-based learning lab and ongoing fieldwork
- Interactive coaching demonstrations
- Extensive hands-on practice
- The Internal Co-Active Coach toolkit, including a broad range of tools such as assessments, templates, planning worksheets and evaluation surveys to use immediately with your internal clients