



Lia McIntosh Coaching & Consulting

UPward Journey Coaching: Unlocking Potential, Rising Higher

Coaching Training

Contact Hours: 60 Training Hours, 10 Mentor Coaching Hours

Language: English

Delivery Methods: Virtual, Synchronous + Asynchronous, Group & Individual

Pre-requisites: None

Contact: Coach Lia McIntosh, PCC, lia@liamcintosh.com, 816-560-4284

Dates/Locations: Monthly Synchronous Sessions, 4th Fridays, 9 am- 12 pm CST, September- June

- 30 hours (50%) of synchronous (real-time) interactions between lead coach and participants. This may include time spent in direct instruction, real-time discussions, observation and feedback or practice coaching sessions, and mentoring participants.
- 30+ hours (40%) of asynchronous (homework/Independent study: clock hours spent outside of real-time interaction between faculty and participants). These may include outside reading, writing, research, journaling, practice coaching and various other activities that may occur outside of the real-time meeting setting. All asynchronous hours require a log or assignment submission validating that the activity was completed by the participant.
- 80% (48+ hours) focused on the [ICF Core Competencies](#). 20% focused on subjects not directly related to the ICF Core Competencies including CliftonStrengths, business development, life balance or other topics unrelated to the development of a participant's coaching skill.
- Five (5) Observed Coaching Sessions for each participant with written feedback.
- 10 hours of mentor coaching (7 hours group coaching, 3 hours one-on-one mentoring for each participant) focused on a participant being coached on their coaching skills.



Intended participants for the UPward coaching training program:

1. Managers and supervisors: Coaching skills can be valuable for managers and supervisors to enhance their leadership abilities and effectively support their team members.
2. Human resources professionals: HR professionals can benefit from coaching skills to provide guidance and support to employees, facilitate career development, and foster a positive work environment.
3. Team leaders: Team leaders can enhance their ability to motivate and engage their team members through coaching techniques, promoting collaboration and productivity.
4. Sales professionals: Coaching skills can be beneficial for sales professionals to improve their communication and negotiation skills, identify client needs, and achieve sales targets.
5. Teachers and educators: Educators can use coaching techniques to support student learning, promote self-reflection, and help students set and achieve their academic goals.
6. Consultants and trainers: Professionals in consulting and training roles can incorporate coaching techniques to facilitate learning, development, and behavior change among their clients or workshop participants.
7. Entrepreneurs and business owners: Coaching skills can assist entrepreneurs and business owners in setting and achieving business goals, managing their teams, and making effective decisions.
8. Non-profit and community leaders: Leaders in non-profit organizations and community initiatives can benefit from coaching skills to inspire and empower their team members, manage volunteers, and drive positive change.
9. Healthcare professionals: Coaching skills can be valuable for healthcare professionals, such as doctors, nurses, and therapists, to support patient motivation, behavior change, and self-management.
10. Individuals seeking personal growth: Coaching training programs can also be open to individuals who want to develop their personal coaching skills for self-improvement, self-reflection, and achieving their personal goals.



TRAINING OUTLINE*

Session	Title	Description	Hours Spent Teaching	Core Competencies	Delivery Methods
Session 1	Introduction to Coaching	<p>Bond as a group and lay the foundation for a safe and committed learning community.</p> <p>Understand ICF, What is Professional Coaching and the Decision to Partner with a Coach</p> <p>Discuss a relational model of coaching rooted in values and relationships.</p> <p>Reflect on the impact of coaching personally and professionally.</p>	3	All	Synchronous (Real-time, virtual platform)
Session 2	Coaching Competencies and Coaching Conversation Model	<p>Understand coaching as a profession</p> <p>Understand ICF Core Competencies and explore the critical role each plays in our role as coaches.</p> <p>Practice a relational model of coaching rooted in values and relationships.</p>	3	All	Synchronous (Real-time, virtual platform)
Session 3	ICF Code of Ethics & Coaching Practice	<p>Understand ICF Code of Ethics and explore the critical role each standard plays in our role as coaches.</p>	3	Ethical Practice + Embodies a Coaching Mindset	Synchronous (Real-time, virtual platform)



		Practice a relational model of coaching rooted in values and relationships.		Co-Creating the Relationship: Establishes and Maintains Agreements; Cultivates Trust and Safety; Maintains Presence	
Session 4	Communicating Effectively + Coaching Practice	Understand and practice the Communicating Effectively Core Competencies of Listens Actively and Evokes Awareness. Practice a relational model of coaching rooted in values and relationships.	3	Embodies a Coaching Mindset Communicating Effectively: Listens Actively; Evokes Awareness	Synchronous (Real-time, virtual platform)
Session 5	Communicating Effectively: Discovery Questions + Coaching Practice	Understand and practice the Communicating Effectively Core Competencies of Listens Actively and Evokes Awareness. Practice a relational model of coaching rooted in values and relationships.	3	Embodies a Coaching Mindset Communicating Effectively: Listens Actively; Evokes Awareness	Synchronous (Real-time, virtual platform)
Session 6	Co-Creating the Relationship + Practice Coaching	Co-Creating the Relationship (Establishes and Maintains Agreements Core Competency #3). Practice a relational model of coaching rooted in values and relationships.	3	Embodies a Coaching Mindset Establishes and Maintains Agreements	Synchronous (Real-time, virtual platform)



Session 7	Strengths Coaching (Competency 2: Embodies a Coaching Mindset) + Coaching Practice	Understand and practice Strengths Coaching (Competency 2: Embodies a Coaching Mindset). Practice a relational model of coaching rooted in values and relationships.	3	Embodies a Coaching Mindset Cultivating Learning and Growth	Synchronous (Real-time, virtual platform)
Session 8	Establishes and Maintains Agreements, Facilitates Client Growth & Coaching Practice	Understand and practice Competency 3: Establishes and Maintains Agreements, Competency 8: Facilitates Client Growth. Practice a relational model of coaching rooted in values and relationships.	3	Embodies a Coaching Mindset Co-Creating the Relationship: Establishes and Maintains Agreements; Cultivates Trust and Safety; Maintains Presence Communicating Effectively: Listens Actively; Evokes Awareness Cultivating Learning and Growth	Synchronous (Real-time, virtual platform)
Session 9	Facilitates Client Growth & Coaching Practice	Understand and practice Competency 8: Facilitates Client Growth. Practice a relational model of coaching rooted in values and relationships.	3	Co-Creating the Relationship: Establishes and Maintains Agreements; Cultivates Trust and Safety; Maintains Presence Communicating Effectively: Listens Actively;	Synchronous (Real-time, virtual platform)



				<p>Evokes Awareness</p> <p>Facilitates Client Growth</p>	
Session 10	Facilitates Client Growth & Coaching Practice	<p>Review and affirm your intentions for individual coaching development for today and over the course of 12 months.</p> <p>Understand and practice Competency 8: Facilitates Client Growth.</p> <p>Practice a relational model of coaching rooted in values and relationships.</p>	3	<p>Ethical Practice + Embodies a Coaching Mindset</p> <p>Co-Creating the Relationship: Establishes and Maintains Agreements; Cultivates Trust and Safety; Maintains Presence</p> <p>Communicating Effectively: Listens Actively; Evokes Awareness</p> <p>Cultivating Learning and Growth</p>	Synchronous (Real-time, virtual platform)

Total Synchronous Training Hours: 30



MENTOR COACHING (10 Hours, 7 Hours Group Coaching, 3 Hours Individual)

Sessions	Title	Description	Hours Spent Teaching	Core Competencies	Primary delivery methods
Session 11	Mentor Coaching	Participants are coached on their coaching skills.	3	All	Synchronous (Real-time, virtual platform)
Session 12	Mentor Coaching	Participants are coached on their coaching skills.	3	All	Synchronous (Real-time, virtual platform)
Session 13	Mentor Coaching Celebration & Wrap Up	Participants are coached on their coaching skills. Reinforce the value, power and cultivation of coaching skills. Preparation for ICF Certification	3	All	Synchronous (Real-time, virtual platform)

Follow Up: Three 1:1 Mentor Coaching Sessions Per Participant