

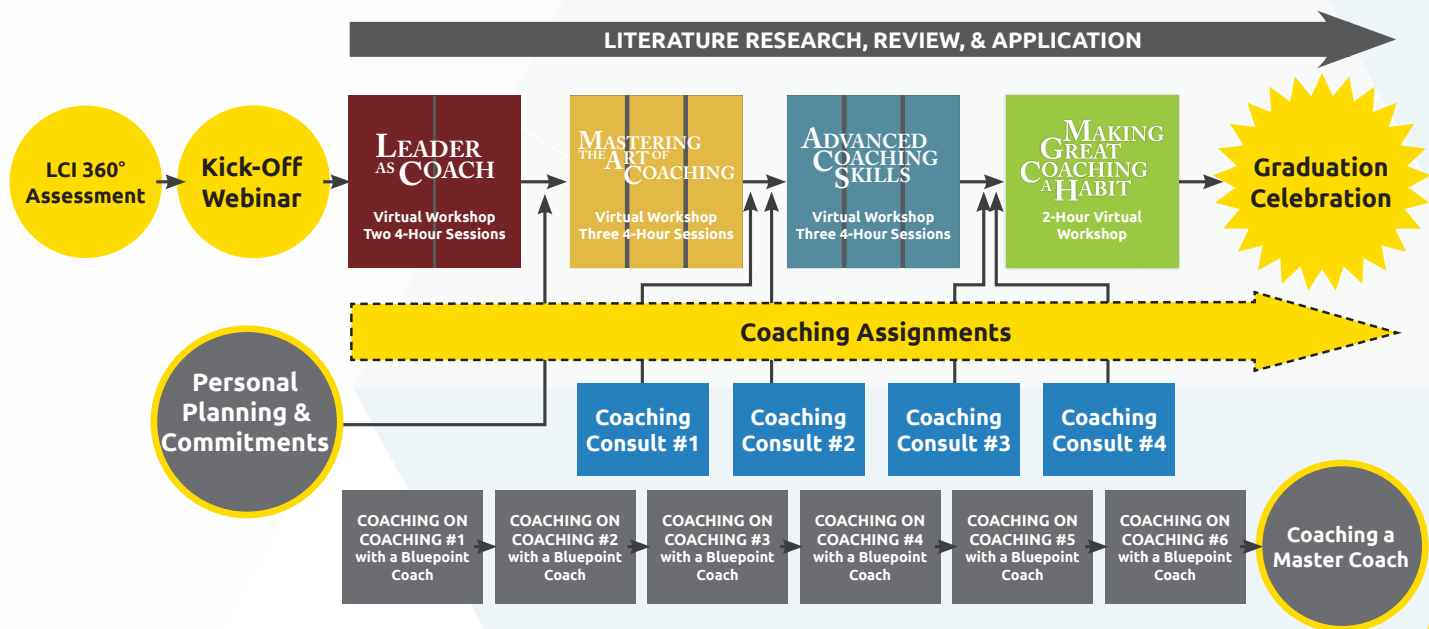
# MASTERING THE ART OF COACHING

## CERTIFICATION PROGRAM



### OVERVIEW

*Mastering the Art of Coaching* is an intense program designed to equip leaders with the knowledge, methodologies and expertise required to coach at a high level and, in doing so, help other organization members make significant improvements in their performance and advancements in their careers. The program takes 6-9 months to complete and involves a comprehensive series of professional development experiences including facilitator-led workshops with coaching experientials and feedback, assessments, group coaching consults, coaching on coaching, and individual reading, research and reflection. Successful completion of the program requires a significant investment of time and energy from candidates and the program is intended for self-aware individuals with strong interpersonal and communication skills who have a keen interest in talent development and coaching.



Completion of *Mastering the Art of Coaching* requires candidates to complete the following ten steps:

### 1. THE LEADER AS COACH

*Leader As Coach* challenges participants to become the kind of person from whom others genuinely want to receive coaching, to create relationships that confront real issues, and to engage in potent, performance-changing conversations. During this workshop, candidates explore coaching skills and tools, which they can use following the workshop to enhance their ability to initiate and guide high-quality coaching conversations. Participants also receive confidential, anonymous feedback on their current coaching effectiveness through the *Leader As Coach* Inventory (LCI/360).

## **2. PERSONAL PLANNING, & COMMITMENTS**

Candidates will create a 2-3 page document that describes their personal learning during the *Leader As Coach* Workshop, their coaching aspirations and their professional development priorities. This document will be considered confidential but will be made available to the candidate's manager and assigned Bluepoint Leadership Coach.

## **3. LITERATURE RESEARCH, REVIEW, & APPLICATION**

Candidates will be provided with a list of ten books that they are expected to read over the course of the program. They will select two of these books and write brief reports (2-4 pages) on each summarizing the key points presented and how these can be applied to increase their personal coaching effectiveness.

## **4. COACHING ASSIGNMENTS**

Candidates are expected to seek out as many opportunities as possible over the course of the program to practice their coaching skills and competencies. In addition, they are specifically required to establish at least three formal coaching relationships that meet the following criteria:

- a. the person being coached is a member of their organization,
- b. the coaching topics involve performance, leadership, management or career development,
- c. coaching sessions (in-person or via telephone) are held weekly, and
- d. the coaching relationship continues for at least 3 months.

Note: these coaching relationships are considered confidential and the person being coached will not be asked to report out on the value of the coaching sessions nor on the quality of coaching received from the candidate. The candidate, however, will be encouraged to discuss his or her learning, concerns and questions, in general terms, during their Coaching on Coaching sessions (Section 6) and the Coaching Consults (Section 7).

## **5. MASTERING THE ART OF COACHING & ADVANCED COACHING SKILLS**

These highly experiential virtual workshops will be facilitated by a Bluepoint Leadership Coach and will include a brief review of key coaching concepts, fresh coaching content, live Coaching Experientials and an opportunity to discuss questions, successes, and challenges with the other candidates.

## **6. COACHING ON COACHING**

Each candidate will be assigned a Bluepoint Leadership Coach who will be available for six coaching sessions throughout the course of the program.

## **7. COACHING CONSULTS**

During the program, candidates will attend four coaching consults, which are facilitated by a Bluepoint Leadership Coach and provide the candidates with opportunities to discuss questions, successes, learning, concerns and the like with the other candidates. Also, candidates with specific issues will be coached by other candidates to provide both practice and observation opportunities.

## **8. COACHING A MASTER COACH**

Prior to graduation, each candidate will coach a Bluepoint Leadership Coach on a real issue. This will provide candidates with yet another opportunity to advance their coaching expertise and receive feedback on their coaching effectiveness.

## **9. MAKING GREAT COACHING A HABIT**

In this two-hour planning session, candidates are guided through a process that will help them make great coaching a key part of their regular managerial and organizational responsibilities.

## **10. GRADUATION CELEBRATION**

A certificate presentation and graduation celebration is planned for candidates upon completion of all of the above steps.