

Coach specific training hours: 18

## Who this program is for:

This program is suited to those who would like to know more about the origins of coaching. Participants of this program do not need to be a coach.

In the workplace, many managers and senior executives complete this program to have a better understanding of coaching and its affect. This course is open to Results coaches, non-Results coaches or those with no coaching experience.

## About this program:

Coaching draws on many related domains, which include philosophy, behavioral science, solution-focused therapy, systems thinking, and the study of the brain. Examine where this new field has come from and where it is heading in this course.

Understand the scientific basis behind any coaching framework. Broaden your understanding of a wide range of fields linking coaching theory and practice while coaching others.

Topics include a study of how systems work; an understanding of how people change; the principles of adult learning theory, management development theory and psychology.

## Objectives

1. Participants will understand the many theories behind coaching
2. Participants will be able to explain how and why coaching works to others
3. Participants' coaching ability will improve as a result

## Format:

12 x 90 minute teleconference classes

Sessions may include theory, discussion, tools, role-plays, group work, case studies and readings.

## What you get:

- Theoretical Foundations of Coaching Manual
- A deeper understanding of coaching and its origins
- Network of other like-minded people
- 18 hours of coach specific training

## Participant feedback:

*"The study of the underpinnings helped reinforce how coaching represents a compilation of the best thinking of the past hundred years."*

*"I'm really grateful to be part of the first Precursors' class, the work behind it and the chance to re-learn and learn important theoretical aspects of coaching, and enjoy it."*

*"I liked the content – the topic choices appeared to be well thought-out in terms of how they provided a foundation to coaching and also in terms of the flow of the course."*

*"It opened a whole lot of possibilities for my coaching practice."*

*"The instructors/teachers were fantastic! You were very knowledgeable, well-informed and treated all of us with appreciation and respect."*

*"Our class was professionally thought-out & conducted. The scope was just right and it was appropriately challenging for people who have other careers to attend to."*

## Modules include:

- Ontology
- Systems Theory
- Adult Learning Theory
- Wellness
- Psychology
- Creativity
- Management Development
- Positive Psychology
- Change Theory
- Neuroscience