



LeadershipWorks

Discover your inner leader and coach

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The Art and Practice of Coaching Program Program Modules and Content



Module 1

Orientation and Setting the Foundation

Day 1

- Introducing the Program; Faculty and Participants
- Housekeeping and Expectations
- The Co-Active Model of Coaching
- The ICF Competencies and Code of Ethics
- Defining Coaching
- Coaching vs. Mentoring vs. Counselling vs. Consulting
- Coaching Demonstration
- Coaching Practice
- Reflections

Day 2

- Types of Coaching
- Active and Empathic Listening Exercises
- Giving and Receiving Feedback Exercises
- Establishing the Coaching Agreement
- Clarifying Roles and Outcomes
- The Wheel of Life
- Sample Coaching Contract
- Coaching Demonstration
- Coaching Practice
- ICF Membership and ACC Credentialing
- Reflections and Review

Module 2

Co-Creating the Relationship

Day 3

- Connecting Back
- Review of Coaching Practice
- Establishing Trust and Intimacy with Clients
- Coaching Demonstration
- Coaching Practice
- Mindfulness in Coaching
- Building Empathy and EQ
- Reflection

Day 4

- Coaching Presence: Dancing in the Moment
- Learning to Support and Challenge
- Experimenting in Coaching Interactions
- More Mindfulness
- Creating a Coaching Environment
- Coaching Demonstration
- Coaching Practice
- Reflection and Review

Module 3

Communicating Effectively

Day 5

- Connecting Back
- Review of Coaching Practice
- More Active Listening
- Using Metaphors
- Bodywork and Coaching
- Coaching Demonstration
- Coaching Practice
- Using TA in Coaching
- Direct Communication Techniques
- Reflection

Module 3

Communicating Effectively

Day 6

- Powerful Questioning
- Challenging the Inner Critic
- Using the Enneagram in Coaching
- Coaching Demonstration
- Coaching Practice
- Reflections and Review

Module 4

Facilitating Learning and Results

Day 7

- Connecting Back
- Review of Mentor Coaching Sessions
- Creating Awareness
- Designing Options
- Tools for Creative Brainstorming
- Coaching Demonstration
- Coaching Practice
- Reflections

Day 8

- Planning and Goal Setting
- Identifying Resources
- Using NLP in Coaching
- Managing Accountability
- Coaching Demonstration
- Coaching Practice
- Reflections and Review

Module 5

Integrating the Coaching Process

Day 9

- **Connecting Back**
- **Linking the Competencies and the Co-Active Model**
- **Deepening Our Understanding of the Code of Ethics and Dilemmas**
- **Contracting in Organizations**
- **Supervision and Mentor Coaching**
- **Preparing for Credentialing**
- **Coaching Demonstration**
- **Coaching Practice**
- **Reflections**

Mentor Coaching Session #1

Ethical Coaching with the ICF - delivered online with Webex/Zoom for 90 minutes

Mentor Coaching Session #2

The Path to Credentialing with the ICF - delivered online for 90 minutes

End of Program Reflection Essay (1000 words)

Due end of Program

Master Class #1

Managing Professional Issues as a Coach—Multiple Stakeholder Relationships; Public Liability Insurance; Internal Coach Status; contracts - delivered online for 90 minutes

Master Class #2

Neuroscience and Coaching Practice - delivered online for 90 minutes