







Summary of Coaching/Mentoring Credential Requirements

	 baraka INSTITUTE Certified Professional Coach (CPC)	 ICF International Coach Federation Associate Certified Coach (ACC)	 ICF International Coach Federation Professional Certified Coach (PCC)	 cce Board Certified Coach (BCC) (Adv. Degree Holder)	 cce Board Certified Coach (BCC) (BA Degree Holder)	 coach training world Professional Certified Mentor (PCM)
Coach Training Hours	60-125 hours	60 hours	125 hours	30-60 hours*	125 hours	60 hours
Coaching Experience	25 hours	100 hours (75 paid)	750 hours (675 paid)	30 hours	30 hours	Practicum**
Mentor Coaching	Included	10 hours	10 hours	N/A	N/A	Included
Endorsements	Included	2 Referrals	2 Referrals	1 Referral	1 Referral	2 Referrals
Exam	Written/Oral	Oral	Written/Oral	Written	N/A	N/A
Other Requirements	N/A	N/A	N/A	Transcript	Transcript	Resume
Coursework (See Course Descriptions Below)	CORE I & II: Coaching Foundations & Communication Mastery (60 hours) SIGNATURE: Coaching Process & Intervention Tool Kit (85 hours)	CORE I & II: Coaching Foundations & Communication Mastery (60 hours) ICF MENTOR: Supervised Practicum (10 hours)	CORE I & II: Coaching Foundations & Communication Mastery (60 hours) SIGNATURE: Coaching Process & Intervention Tool Kit (85 hours) ICF MENTOR: Supervised Practicum (10 hours)	CORE I: Coaching Foundations (30 hours) – or – CORE I & II: Coaching Foundations & Communication Mastery (60 hours)	CORE I & II: Coaching Foundations & Communication Mastery (60 hours) SIGNATURE: Coaching Process & Intervention Tool Kit (85 hours)	CORE II: Coaching Communication Mastery (30 hours) ASSESSMENTS: Learning Contracts & Milestones (5 hours) FRAMEWORKS: Facilitating Learning & Growth (5 hours) LEADERSHIP: Expert to Guide (10 hours) PRACTICUM: Supervised Practicum (10 hours)
Notes:	<i>All hours applicable for ICF and CCE credential.</i>			<i>Designed for those who hold advanced degrees in Counseling and Behavior Sciences.</i>	<i>Designed for those who hold bachelor's degrees.</i>	<i>Designed for those with life experience, expertise or professional backgrounds.</i>

* 30 hours required for applicants holding a master's degree or higher in counseling / 60 hours required for applicants holding a master's degree or higher in social or behavioral sciences including: business, management, social work, marriage and family therapy, psychology, medicine, education and law.

** Depending on focal area may include three mentor clients and/or participating in a mentoring project.

Course Descriptions:

Jump into the fast lane and develop the highly effective communication skills of a professional coach and change mastery facilitator. Depending on your end goal, you may choose from the following classes to create your pathway to success

COACH SPECIFIC TRAINING: CORE I

CORE I: Foundations (30 ICF or CCE* Credentialing Credits) | (In-Person & Distance Options Available)

This training is designed for those wanting to explore the coaching profession while earning credits toward their ICF or CCE credential. It's also the perfect complement to previous academic experience in related professions, including but not limited to those holding an advanced degree in counseling or one of the other social/behavioral sciences (i.e. – social work, education, health, business or law). Effectively drawing upon your life's unique experience, this training enables you to use the tools of professional coaching to create positive change in others.

Foundations is drawn from the International Coach Federation's 13 Core Competencies (CORE I), including areas of focus that include: the distinctions between counseling, consulting and coaching, the professional definition of coaching and its contributing theories and disciplines, coaching ethics and best practices as well as foundational coaching communication skills related to inviting change through trust-building, perspectives, 3-D listening, powerful feedback and the results-oriented process that leads to the achievement of life and organizational goals.

COURSEWORK FOCUS:

- Become familiar and comfortable with neuroscience, emotional intelligence, systems theory, pattern recognition, positive psychology and somatic coaching – the theoretical backbone of Whole Person Coaching™ that enables you to gather information readily available in everyday situations to create effective, harmonious solutions.
- Professional Coaching: Definitions & Distinctions
- Foundational Communication: 3-D Listening, Provocative Inquiry & Powerful Feedback Skills
- Creating Agreements: Ethical Considerations & Professional Best Practices
- Establishing and Maintaining Coach & Client Roles
- Creating Evidence-Based Goals & Recognizing Self-Directed Achievement
- Use best practices obtained through the professional application of the ICF's Professional Standards & Ethics
- Create safe, productive environments conducive to human excellence and change via self-responsibility

* Board Certified Coach: (30 CCE Hour minimum requirement for those holding a Master's in counseling.)

CORE II: Coaching Communication Mastery *(30 ICF or CCE Credentialing Credits) | (In-Person & Distance Options Available)*

This training has been developed to support those operating in an influential or managerial function, including but not limited to HR professionals, trainers, executives, business owners, consultants, business leaders, teachers, mentors, managers and individuals striving to be more effective in their interactions and communication with others.

This fundamental coaching communication course employs a “learning-in-action” approach for developing knowledge and skills through real-world applications in a highly-interactive learning community. Core II provides the ability to master coaching communication skills and introduces our unique 9-step change mastery process as a framework from which to ignite and guide change.

CORE II explores the methods of communicating valuable information in an acceptable, non-threatening manner, enabling the professional to persuade an audience toward a wider variety of choices and strategic solutions – regardless of the goal or desired outcome. This course aims to improve the way participants interact with others, creating greater clarity, understanding, trust and truth in relationships. Using our 9-step change mastery process, participants use their coach-like-leadership skills to develop others, effectively addressing obstacles and resistance along the way.

Through this course, you’ll boost your knowledge and stretch your abilities in communication while gaining the skills to facilitate Whole Person Change Mastery.

Coursework Focus:

- Dive deep into coaching communication mastery through rich, supportive interactions that provide practical, real-world examples to build your experience and understanding
- Explore the richness and potential of a solution-oriented focus derived from self-directed learning and momentum
- Work with just about any individual by learning styles and personal preferences that enable you to adapt to individual communication mannerisms
- Employ our rich ‘FootSteps’ coaching intervention process to guide your own success at change mastery
- Develop basic pattern recognition skills that illuminate limiting beliefs and self-sabotaging mindsets
- Recognize and reveal your client’s real stopping blocks (as well as your own) and set into motion the strengths required for fast-acting, sustainable change
- Define your niche and learn the secrets to market coaching as a valuable resource to individuals, leaders and businesses
- Begin acquiring clients to build your practice and develop your skills
- Promote and initiate the success-driven advantages of coach-like communication within your interactions at work, home and play

SIGNATURE: Coaching Process & Intervention Toolkit (85 ICF or CCE Credentialing Credits) | (In-Person & Distance Options Available)

This training is hand tailored to those wanting a rich toolkit to facilitate change including but not limited to HR professionals, trainers, business owners, consultants, teachers, mentors, managers and individuals seeking improvements in how they facilitate awareness, promote improved actions and foster accountability in others. SIGNATURE provides the tools to overcome obstacles innate in human nature such as difficult communications, sabotaging behaviors and undesirable interactions.

Supercharge your existing practice, as well as your personal and professional life, with what you'll learn in SIGNATURE, packing your professional coaching toolkit with a rich suite of developmental tools and methods. You'll learn to use the power of the perspectives to reveal and untangle common stumbling blocks present in everyday situations. Aided by our powerful pattern recognition and transformation methodology, you'll discover the proven pathway to leverage intuition and the relationships you currently maintain with yourself, others and the world as a whole to create sustainable, positive change. In doing so, you'll gain the enhanced skills necessary to work with a wide variety of individuals in a limitless variety of challenging situations and opportunities – from personal to professional!

Participants learn to recognize and reveal hidden or latent information often buried by the busyness of the mind. Through our holistic transformational learning processes, one's true wisdom can easily surface, revealing fresh ideas and new perspectives in true alignment with what matters most to them. And as past participants have discovered, this improved insight and knowledge are the keys to creating and sustaining desirable changes in every aspect of life.

Coursework Focus:

- Quickly recognize and redirect ineffective human behavior and communication habits
- Explore the “who” and “why” relevant to what matters most in any given client situation
- Employ dozens of interactive-guided Whole Person Coaching™ tools and techniques designed to assist others in achieving desired outcomes – improving their capacity to think, act and feel more confident and successful in everything they do
- Strengthen your personal capabilities with tools that facilitate: strategic decision-making, values-oriented choices, focus, clarity, life purpose, finding passion, overcoming fear and much more!
- Master the art and science of pattern recognition, analysis and transformation to remove undesirable habits, releasing life-long patterns of self-sabotaging thoughts and actions
- Develop a keen sense and recognition of the client's character, story, motivation, mission and other key elements related to assisting them in their personal and professional growth (as opposed to remaining stuck in non-serving actions and patterns)

ICF MENTOR: Supervised Coaching Practicum *(85 ICF or CCE Credentialing Credits) | (In-Person & Distance Options Available)*

This training supports those pursuing their ICF ACC or PCC Credential.

Flex your newly-trained or reawakened coaching muscles while furthering your professional development within live situations through Mentor, a course designed to reaffirm and build confidence in your coaching abilities. Required for ICF credentialing, it will focus on mastering the 11 ICF Core Coaching Competencies in preparation for the oral and written exams. Mentor coaching is a crucial component of the successful coach's storehouse of experience. This course gives participants no mere taste but a full helping of what it is to be a practicing coach. Mentor is presented in a unique blend of in-person interaction and telephone support, honing the assets of the developing coach. Through ample hands-on practice, participants strengthen their knowledge and skills in working with deep resistance, learning facilitation and accountability issues as well as mastering their capacity in: active listening, powerful feedback and inquiry, as well as direct communication.

Coursework Focus:

- Effectively prepare for the ICF credentialing process
- Polish your coaching communication skills and adopt an easy conversational style to facilitate awareness, action and accountability with your clients
- Broaden your capacity to recognize the hidden layers of complexity that are holding your clients back, thereby releasing them into motion faster and more effectively
- Embody the coaching mindset to navigate and work through your own perceptions and past experiences that might otherwise impact your effectiveness as a professional coach
- Develop and intensify a wider repertoire of experiences, working with different clients (and their motivational preferences) to put your Signature tools into motion while enjoying plenty of one-on-one mentor support
- Earn the ICF coaching fieldwork hours required for your credential

SYSTEM: Group/Team Coaching (30 ICF or CCE Credentialing Credits) | (In-Person & Distance Options Available)

Flow with confidence amidst a complex tapestry of people and contexts as an adept group facilitator-coach. Learn to wield the tools and techniques required to drive and manage change in the areas of team development, effective meeting facilitation, addressing conflict and strategic visioning & future processes.

SYSTEM provides a strong foundation for managing group dynamics while introducing participants to proven team-effectiveness tools and techniques relevant to the demands of life and business in the modern world. Utilizing a coach-like facilitation process, participants harness the power of coaching in combination with the proven tools of organizational development to create awareness, action and accountability within group and team environments. With a “learning-in-action” approach, this training develops the active participant’s knowledge and skills through real-world applications in a highly-interactive learning community.

Topics to be explored in both theory and application include:

- Group Dynamics
- Effective Meeting Facilitation
- Conflict Management
- Strategic Visioning & Futuring Processes
- Team Building & Development

Coursework Focus:

- Work with groups and teams to provide greater clarity, understanding, trust and truth in relationships
- Conduct a proper initial assessment and represent the data in meaningful ways to create buy-in from stakeholders
- Explore the Change Mastery Model as a tool to decide what potential interventions might be needed and create proposals to share with the group and/or team leader – essentially learning how to write a professional agreement/proposal
- Gain the facility and adaptability necessary to navigate difficult changes with clients inside an assortment of group and team environments
- Develop a myriad of tools, techniques and other resources valuable in generating and managing effective change in diverse group and team situations
- Recognize and understand the role and influence you carry within a system, including the opportunities and risks as a change agent
- Adapt and respond with ease and grace to the dynamic, ever-changing environment present within teams and groups
- Understand formal and informal leadership structures and how to navigate within a pre-existing system as a new member of the team/community
- Recognize what type of support is needed and possess the wisdom necessary to collaborate and partner with other professionals to support change within an organization

MASTERY: Leadership Mastery Coaching (60 ICF or CCE Credentialing Credits) | (In-Person & Distance Options Available)

Mastery integrates and takes your learning to its deepest potential for an ultimate understanding and mastery of Whole Person Coaching™ and Archetypal Systems Coaching™ Pattern Recognition & Transformation methodologies. Building on that foundation, participants will enter into a new realm and mastery level of Archetypal Systems Coaching through symbolic understanding of the cornerstones of story. This rich process enables the coach to recognize the story embedded within a story and represent it to the client to reach the depths of change inside the subconscious and unconscious minds in a non-therapeutic fashion. Through Mastery, one's personal myth will be discussed and contrasted against universal myths toward the greatest understanding and sustainable transformation possible.

Mastery is truly for the devoted learner – those who are seeking to attain the most effective coaching tools and techniques available that will enable them to reach and unpack the most challenging patterns and resistance that have been known to stop many people in their tracks for most of their lives. Based on Jungian Archetypal theory, Mastery provides the edge necessary for working with deep sustainable transformation in both individuals and organizations.

Coursework Focus:

- Unravel even the deepest resistance, often present for years in your client's behaviors, choices and attitudes
- Identify patterns stemming from deeply-rooted belief systems that have been locked for years (disguised and out of view of the client) to create depth in client awareness
- Present information that hasn't been previously accessible to a client and/or organization in the safest way, enabling them to move aside old sabotaging habits
- Understand your own life story and the meaning behind who you are and why you do what you do
- Explore processes developed from Depth Psychology and Jungian Archetypes as a process for understanding and promoting change
- Develop the skills necessary to use Archetypal Systems Coaching™ and work in a non-therapeutic manner with clients, removing the embedded patterns while offering new ways for your clients to understand and transform the layers of history that have defined them for years in safe and proactive ways
- Advance your coaching skills to mastery and gain the edge that other masters have taken years to assemble
- Decipher the coding behind what matters most in human beings and reconnect individuals, couples, teams, families and organizations to the heart of unity
- Build the capacity to create deep self-trust and extend trust to others in environments that have previously blocked this interpersonal connection