

## ***Foundations of Professional Coaching is designed with the intention that participants will be able to***

- Articulate what coaching is, and how it is distinguished from, counselling, consulting, training, mentoring, managing
- Articulate the distinction between coaching as a profession and the use of coaching skills in different contexts (e.g., using coaching skills as a manager, versus being an internal or external coach)
- Articulate in general terms what the “landscape” of coaching as a profession currently looks like (e.g., professional affiliations, trends, different specialized forms of coaching)
- Initiate and manage a coaching relationship and process with an individual client (including co-creating an agreement, clarifying goals and desired outcomes for the coaching process, conducting an appropriate intake session, managing logistics over time)
- Have powerful coaching conversations with a client designed to enhance client awareness, expand client choice, and increase trust in client's essential self, in service of moving towards the client's goals
- Design a short-term plan with actions that will move clients towards their intentions and goals
- Establish action planning and accountability structures to support a client's actions over time
- Reflect on their coaching and assess themselves, using the framework of the model and the core coaching competencies as a bench-mark
- Move from reflection on their coaching to designing personalized learning and development plans to enhance their coaching competence
- Reflect on their 'being' and identify what areas of personal growth and development will best serve their development as a coach
- Move from reflection on personal growth opportunities to designing personalized learning and development plans to support personal growth
- Articulate both their current and desired future location in the landscape of coaching, by considering amongst others their current skills, expertise, and experience, and what specifically they want their coaching to be in service of

During the Foundation course participants are introduced to the core competencies listed in the ICF Coaching Core Competencies list. Participants gain greater insight into what each of the core competencies entail and participate in activities that are designed to build competence in these skills.