

## ADVANCED COACHING CERTIFICATE

### Overview

The Advanced Coaching Certificate features the *Coaching Skills Lab*, a two-day session of skill practice designed for the experienced coach. You will share challenges with other coaches and learn how to coach leaders who have already achieved a high level of success. There are four major components in the Advanced Coaching Certificate program. Recommended completion time to earn the Certificate is within six months of attending the two-day *Coaching Skills Lab*.

### 1. Prerequisite

Attend the three-day core program – *The Coaching Leaders Certificate Program*

### 2. Pre-work

- The Advanced Coaching Assessment. Compare the scores from your self-assessment to the results from your coaching clients to determine your strengths and areas for development.
- Prepare a list of coaching Do's and Don'ts from your client engagements to share throughout the program

### 3. Coaching Skills Lab: A Two-Day Workshop

- A two-day session that features extensive skill practice to take your application of Linkage's coaching tools to a sophisticated level. Explore development options for your most challenging clients and participate in a new coaching simulation to learn how to catalyze strategic behavioral changes in leaders.

### 4. Post-work:

- Receive three hours of personalized coaching from your Master Coach via telephone
- Participate in three peer coaching calls with your learning group, lead by a Linkage Master Coach
- Document your time spent with a leader
- Participate in three webinars led by program faculty on specific and timely coaching topics
- Develop a case study that builds upon case study #1 written for *The Coaching Leaders Certificate Program*

**This Linkage Training Program is approved by the following organization**

### Who Should Attend

Internal HR/OD and LD professionals and business coaches who want to learn proven strategies to coach leaders and high potential contributors

### Benefits & Outcomes

- Develop an immediate implementation plan for your new coaching skills based your development needs
- Learn new techniques to successfully address your toughest coaching challenges
- Improve your credibility to coach every level of the organization

### Curriculum for the Coaching Skills Lab

#### Day 1: Best Practices for Before, During, and After the Coaching Engagement

- Adapt your communication style
- Acknowledge and address your internal commentary and teach your client how to do the same
- Balance advocacy and inquiry in each phase
- Help your client to see “what’s really so”
- Coach your client to fully commit to a behavior change
- Teach your client how to create their own coaching support network

#### Day 2: Application of Skills

- Practice and assess the skills from Day 1 in an intensive coaching simulation
- Action planning—focusing on “the how”

