

Complete Coaching Certificate, PCC level

CLASS DESCRIPTIONS for Complete Certificate Course

This 125 hour core advanced and skills course includes all three live classroom experiences – titled “intensives,” all virtual key skill classes, at least two (of six) Healthcare, Business Development and Additional Mentoring related electives, ten (10) hours of mentoring, and six (6) observed sessions.

- Live Classroom Intensive #1 - Humanity (Three Days – 20 Hours/Credits)
- Coaching Agreements and Ethical Practices (Virtual Class - 4 Hours/Credits)
- Cultivating Self as Coach (Virtual Class - 4 Hours/Credits)
- Client Typing: Client Systems & Patterns (Virtual Class - 6 Hours/Credits)
- Live Classroom Intensive #2 – Exploration (Four Days – 31 Hours/Credits)
- Mentoring Lab 1: Setting the Agreement (Virtual Lab - 4 Hours/Credits)
- Organizational Systems (Virtual Class - 4 Hours/Credits)
- Live Classroom Intensive #3 – Discovery (Four Days – 32 Hours/Credits)
- Group & Team Coaching (Virtual Class - 8 Hours/Credits)
- Mentoring Lab II: All Skills (Virtual Lab - 4 Hours/Credits)
- Two (of Six) Electives (Virtual Classes each 4 Hours/Credits) - listed on last page

Live Classroom Intensive #1 – Humanity (Three Days – 20 Hours/Credits)

The first 3-Day live intensive is designed to introduce the model of Humanity, Exploration and Discovery and establish the context for coaching through Pyramid’s Healthcare Coaching Institute. It sets the personal context for each student to engage in a platform for learning, self-reflection, and the practice of coaching as a distinct skill set. The Enneagram is introduced as a pattern for exploring personality. Students develop a mindful presence as daily habit that deepens their ability to connect and partner with clients. This course also addresses Session Agreements and Action Planning to guide and support a client’s purposeful action. Students learn how to establish a foundation for a coaching session by setting appropriate and meaningful goals, stepping into action, and maintaining an effective coaching plan, one that holds the client in a space of possibility to achieve what they most need to move forward in a way that engages their hearts as well as their minds

Coaching Agreements and Ethical Practices (Virtual Class - 4 Hours/Credits)

This course focuses on setting up the coaching agreement with the client. Particular attention is paid to the ethical and legal issues applicable to a coaching practice consistent with the ethical standards established by the International Coach Federation. Discussions include additional values-based challenges the students might face in organizational settings to help them navigate “tricky situations.”

Cultivating Self as Coach (Virtual Class - 4 Hours/Credits)

A coach must practice self-care to be truly and fully present with their clients. The most alive coaches produce the most complete experience of coaching for the client. This class increases a student’s capacity to self-observe, self-acknowledge and self-restore with new and fresh curiosity. The class also will introduce the coach to the notion and law of attraction – that who we are shows up in the world around us. How we can learn, integrate and grow from that space will be increasingly important as a professional coach.

Client Typing: Client Systems & Patterns (Virtual Class - 6 Hours/Credits)

Part of what makes the work of coaching so fascinating is the multi-dimensional and multi-faceted nature of the clients with whom we work. This course explores various approaches and methodologies the coach can use to better understand the unique gifts, patterns, strengths, habits and ways of being that their clients display. Additionally, a variety of assessment instruments are discussed and evaluated as coaching tools.

Live Classroom Intensive #2 – Exploration (Four Days – 31 Hours/Credits)

The second 4-Day live intensive is designed for Exploration and to deepen the understanding of coaching as a methodology for shifting perceptions and seeing greater possibilities for taking action. The course focuses on the following core competencies: establishing trust and intimacy, coaching presence, active listening, powerful questioning, direct communications, and creating awareness. The students will gain a deep understanding of the competencies both theoretically and in practice. They will also learn how to integrate emotional and social intelligence as part of both self-exploration and the coach competency framework. This is the second tier in the coaching model and builds on the connections made for each participant in partnership with others as a coach. The course also builds on presence based conversation for learning explored in the Humanity tier of the model.

Mentoring Lab I: Setting the Agreement (Virtual Lab - 4 Hours/Credits)

This capstone course integrates the core concepts and application of experiences from the other classes and asks the students to apply them to practical coaching scenarios. Each student has the opportunity to practice integrating multiple competencies into each scenario and receive feedback about how the coaching is working and where they get stuck.

Organizational Systems (Virtual Class - 4 Hours/Credits)

Leaders in organizations are operating within a larger system. To make a meaningful impact coaches need a greater understanding and appreciation of organizations as systems and the array of dynamics that exist within any given system.. Given the completion of the core competencies and the work to date, this experiential learning will integrate the class work, the lessons from the field, the personal discoveries, and the organizational platform and framework they currently work within to establish best practices.

Live Classroom Intensive #3 – Discovery (Four Days – 32 Hours/Credits)

The third live intensive is delivered over four days and is designed to ensure the students have mastered their professional coaching skills so they are able to apply for their ICF certification and achieve success as a coach. Students advance their coaching skills through working through case studies, focused practice on particular competency development, small group mentoring sessions and discussion on issues of cultural awareness, using assessments and tools during a coaching engagement, and integrating coaching into other leadership practices. They will also participate in mock final exams to fully prepare for graduation.

Group & Team Coaching (Virtual Class - 6 Hours/Credits)

This course introduces the idea and capability of scaling coaching for Groups, Teams and Organizations seeking new ways of touching a growing workforce or community. The introduction and practice of advanced skills to learn to coach team and group as both a system and around the collective dynamics is explored, so that individuals can distinguish and coach multiple people with as much confidence as coaching an individual.

Mentoring Lab II: All Skills (Virtual Lab - 2 Hours/Credits)

These sessions provide Group Mentor Coaching to advance understanding and skills in the ICF core competencies as they prepare for taking their final exam.

SUPERVISED Coaching Sessions (6 Hours)

Each participant will choose at least two course offerings from a list of electives:

Coaching the Healthcare Provider (Virtual Class - 4 Hours/Credits)

Healthcare presents special challenges and opportunities for coaches. This course allows students to gain a better understanding of how to most effectively connect with and optimize coaching effectiveness with healthcare professionals. The course uses both case studies and coaching practice to apply their coaching skills to this particular client type.

Coaching Stress and Leadership Presence (Virtual Class - 4 Hours/Credits)

This course provides a model for understanding the role of stress as well teach choices and tools for improving stress management for coaches and their clients. This empowers coaches to help clients relieve stress, remove blocks to awareness, and facilitate deeper experience, broader vision, successful behavioral change, and growth.

Coaching Professionals in Transition (Virtual Class - 4 Hours/Credits)

This course uses case study, role play, storytelling, and practice in dyads outside of class in order to appreciate and internalize the special coaching skills that are required to effectively coach the healthcare professional who is experiencing or actively seeking out professional transition.

A note about Mentoring – Each participant will record a series of six coaching sessions for observation and feedback by professional mentor coaches during this more advanced course to help them build strong coaching skills. They will receive written feedback on four of the sessions and a live mentoring session for all six sessions. Pyramid Resource Group will occasionally partner with other organizations who will provide us with young and emerging leaders who desire coaching. The students will be matched with these clients by our concierge or training director to help them fulfill the six recorded sessions they need for the course.

Other Electives Coming Soon:

- Business Development: Setting up Coaching Practice
(Virtual Class - 4 Hours/Credits)

- Niche Builder for your practice: Speaking & Training
(Virtual Class - 4 Hours/Credits)

- Mentoring Lab III: Practicing for CKA exam & Certification
(Virtual Class - 4 Hours/Credits)