

ACTP TRAINING PROGRAMME  
FOR COACHES & MANAGERS

# GROW



BECOME A CERTIFIED COACH - PART 2

# ACTP TRAINING PROGRAMME: GROW

GROW© is an advanced training program for coaches who have already attended a specialized coaching training course and who have gained previous field experience as a coach. The GROW is part 2 of our ACTP program “ROOT-GROW” that leads you to ICF certification on ACC or PCC level, without having to pass a separate exam at the ICF. It is an innovative programme, continuously adapting to the challenges of this VUCA world (Volatile, Uncertain, Chaotic & Ambiguous).

## FOR WHOM?

For experienced coaches, who already have a minimum of 50 hours of specific field coaching experience. As a coach you want to refine your coaching attitude in order to become ‘fully present’ for your client. To get to this stage, it is important that you feel good in the coaching process. We focus on your coaching attitude as a coach. You are the central tool in the growth process of the coachee. In order to enhance other people’s learning process, we need to know ourselves well, our strengths and our development areas.

## WHAT TO EXPECT?

### METHOD

At the end of this journey, you will:

- Have developed your coaching competencies to a deeper level, using your 5 senses
- Have become a sharper observer and reflect more systematically and together with the coachee
- Observe the coaching process from a meta-position
- Discover the weight of emotions and true commitment
- Have worked with beliefs and values
- Have learned how you can stay flexible and yet balanced as a coach
- Have decided to engage in a life-long learning process
- Be capable to professionally reflect on your own developmental journey

### SUPPORT

- **5 learning blocks**
- **Group intervention:** integration of the learning material and preparation of the group supervisions
- **Group supervisions:** 12 hours of intensive coaching exercises with video recording and feedback based on the ICF coaching competencies
- **Coach-the-coach:** 4 hours of personal coaching on your evolution as a coach
- **Support:** specific questions will be handled by phone or mail
- **Rehearsal groups:** in between the learning blocks participants make peer groups to rehearse, to practice and to give and receive feedback



### COACH COMPETENCY SCREENING

A competency screening of your coaching skills at the PCC level (International Coach Federation). A written competency based report on the ICF competencies will be provided



## THEORY (LEARNING BLOCKS) & SUSTAINABLE PRACTICE (MENTORING)

In the course of the learning blocks you get to know the mechanism of convictions, values and emotions in the human evolution. You will learn how to be fully present and how to create a co-creative relation with your coachee, in order to encourage new behavior based on empowering beliefs. The door to 'sustainable change' will be opened with an understanding of the past, acceptance of the present and confidence in the future. The mentoring exercises will help you to take control of your own learning process as a coach (manager coach, HR coach or external coach). You work on your mental and emotional state and get to know your own style as a professional coach. You challenge yourself in each of the coaching competencies, by means of a test and adjust mentality and self-observation. You observe demos and coaching sessions. You evolve and are no longer stuck in old patterns and habits.

## LEARNING BLOCKS

### BLOCK 1 – 3 days

- Being fully present and being comfortable with coaching

### BLOCK 2 – 2 days

- Beliefs in coaching
- Structure of a belief
- Limiting and empowering beliefs
- Double loop PERFORM

### BLOCK 3 – 2 days

- Beliefs in coaching
- How to strengthen empowering beliefs
- The importance of values and beliefs

### BLOCK 4 – 2 days

- Coaching with emotional intelligence & professional reflection

### BLOCK 5 – 2 days

- How to coach of transitions and transformations
- How to coach on identity & conclusion & metaphors

## MENTORING

Work on your learning ability, self-observation and self-responsibility and become a true EFFECT coach.

### INTERVISION DAY - Focus on EFFECT coaching

Prepare yourself the best way possible and learn, by trial and error, how to:

- dive into the coaching theme from the beginning
- deal with 'mist' or diversions of the coachee
- recognize hidden themes
- keep the energy high, 'carry' the coachee
- coach streamlined, based on a relation that encourages to step outside the comfort zone and that makes the coachee want to go double loop



THEORY

PRACTICE





### **SUPERVISIONS**

You rehearse by coaching a colleague or coachee on a real topic. Before you coach you set a goal and after the coaching the group members and supervisors give you relevant feedback.

### **COACH-THE-COACH**

You will be coached twice and each time by a different coach. That way you will experience yourself the effect of coaching and you get to know different coaching styles.

### **CERTIFICATION - Written & Oral Examination**

You will receive the questions for your written examination by mail. You get 48 hours to fill them in and send them back. Afterwards we will go over the exercise in group: feedback and corrective criteria will be shared in order to give you the opportunity to increase your knowledge and redo if necessary the cases in your exercise. The oral exam will take place 5 to 6 months after the last learning block. That way you will have sufficient time to familiarize yourself with double loop coaching and to get coached at the same time on your own evolution as a coach.

### **DATA & INVESTMENT**

- Consult the dates & price via [www.trainingcoachingsquare.be](http://www.trainingcoachingsquare.be)
- This course is CCEU-approved so it can be used for ACC, PCC or MCC renewal.
- The subsidies via the KMO-Portefeuille or the Brussels-Capital Region are applicable

## **REGISTRATION**

You can register via the registration form on [www.trainingcoachingsquare.be](http://www.trainingcoachingsquare.be) where you can also find all course dates.

### **Want to know more?**

Feel free to send an email to [contact@coachingsquare.be](mailto:contact@coachingsquare.be)