

The ROOT© program is a program to discover coaching, to sharpen or soften your coaching skills, to become more effective in coaching competency developmental issues. The ROOT is part 1 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.

For Who?

Everyone who likes to discover what coaching is, what the basic coach attitude is and how this can support the improvement of results in the development of the potentials, is welcome. We think of the following target groups:

- The line manager who likes to add a developmental attitude next to his result oriented skills.
- The internal coach with less than 50 hours of explicit coaching experiences
- The HR specialist who'd like to deepen his coaching skills
- The consultant who like to enrich his advising style with a coaching style

What can you expect?

You will be able to coach at 'single loop' level. This means you will have comfort in coaching **competency development** including the focus on influencing **context and actions**.

You will be supported on skills level, on attitude and on techniques.

You will have

- a coaching toolbox
- a screening of your coaching competencies
- a certificate of the ROOT© that is allowing you to apply for the ACC – Associated Certified Coach of ICF – International Coach Federation.
- Examples of coaching contract
- Tips and hints for your own coaching practice



Your continuous development will be challenged by:

- **Coach-the-coach** - 4 hours of personal coaching (2 x 2 h) per participant
- **Group supervision** – minimum 8 hours of intensive coaching exercises with video recording and feedback based on the 11 ICF coaching competencies
- **Support**– specific questions on your own business development as a coach will be answered till 3 months after completion of the program
- **Collegial coaching** – Between the training modules participants make peer groups to rehearse and exercise and give/receive feedback.
- **A personal Development Plan (PDP)** forms the red line in this program
- **ROOT© competency screening** of your coaching skills at the ACC level followed with written report based on the 11 ICF competencies

Program topics

MODULE 1 - COACHING AS SKILL, ATTITUDE AND PROFESSION

What is coaching and what are the levels on which you can coach ?

- What is coaching and what is it not?
- The basic attitude and beliefs of the coach
- The structure of a coaching discussion
- Interventions and coaching competencies
- The developmental path of the human being
- Levels and themes of coaching
- Coaching and other professions

Focus on explorative skills

- What is empathic listening?
- Listening with all your senses
- The power of re-formulation
- Being connected and at a distance
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Structuring a coaching session

- How do you lead the discussion process toward a result?

MODULE 2 – REFINING YOUR COACHING COMPETENCIES

Powerfull questioning

- The difference between coaching and other questions
- “laser” questions to support the coachee in his process of getting more aware

Direct communication

- Re-formulation in depth
- exploring the 3 perceptual positions

Result orientation in coaching

- The dimensions of result oriented coaching
- From problem description to objective setting
- Action plans
- Anticipation towards success
- Appealing on internal power sources to truly succeed in getting things done.

MODULE 3 - THE COACH AND THE COACHEE IN THE WORKING CONTEXT

Confrontation skills

- The purpose and the meaning of feedback in coaching
- Saying what you want to say in order to help the coachee grow
- Confrontation on divers levels: observations, feeling, insights, oppositions

The learning process and the context

- The learning process of the coachee and the pitfalls
- Optimizing learning context conditions
- Change processes

Competency development

- What are competencies?
- What is specific in coaching competency development?
- Application of the coaching approach to competency development

Me, as coach, in my working environment

- My basic attitude as coach
- The coaching contract
- Ethical aspects

MODULE 4 - ROOT© CERTIFICATION

- Competency screening on the ACC level as defined in the minimum competencies by ICF.