

Co-active® Coaching

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1. Why Co-active Coaching?

Co-active® Coach training allows people to take relationships and conversations to a completely different level. You will learn the skills to successfully coach individuals toward their goals, through establishing authentic relationship using the Co-active® method.

Coaching Executives

Co-active coaching provides executives a space in which powerful, healthy, conversations can unfold in service of confronting habitual thinking that stifles innovation. These skills are not controlling or demanding, but instead foster an attitude full of encouragement and belief in oneself and the other.

Coaching Individuals

Coaching creates a powerful dynamic relationship between two people. However, rather than instruct, advice or problem solve, the job of the coach is to ask questions, listen and empower. Co-active coaches believe their clients are already great and it's their job to provide support to enhance the skills, resources and creativity the client already has to achieve extraordinary results.

Coaching within Organizations

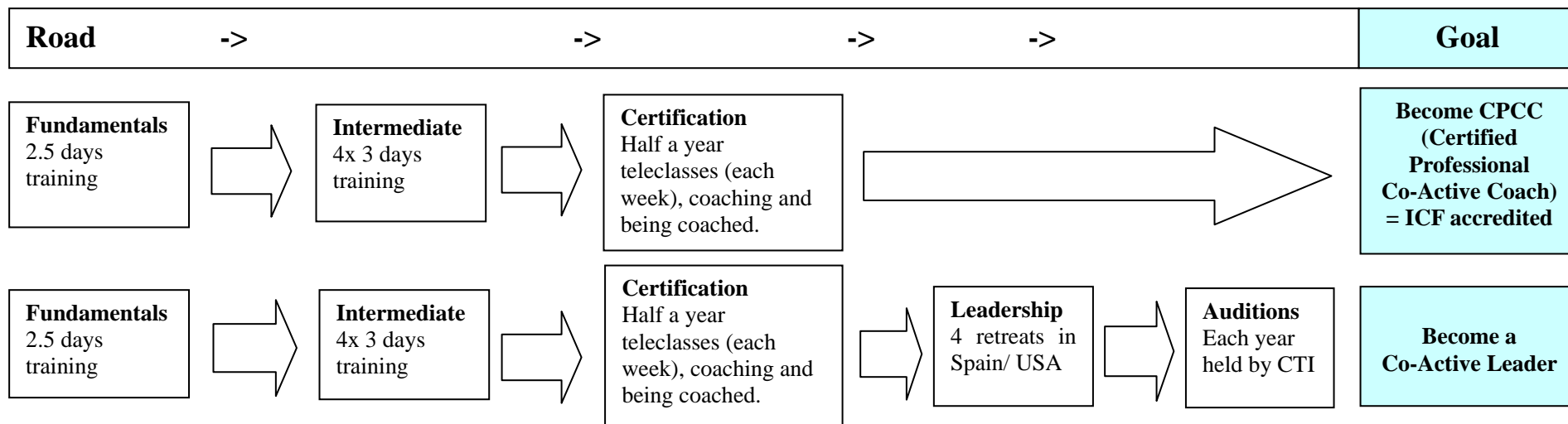
Coaching has rapidly become recognized as a powerful strategy for effectively increasing human development and retention within organizations. Internal Co-active coaches can set the foundation of working relationships that maximize individual engagement, team commitment and results.

Coaching for Impact

In a business climate where people are required to do more with less, the ability to communicate and form effective working relationships is proving to be the key to career advancement. Co-active Coaching offers these skills by uniquely demonstrating how to master effective conversation without compromising what you want, who you are, or treading on other people in the process.

2. Co-active Coach Training

2.1 Co-Active Coaching: Road to Become Professionals



2.2 Detailed Descriptions of Development

CPCC™ - Coaching Organization: The Coaches Training Institute

To become a **Certified Professional Co-Active Coach (CPCC)**, coaches must complete CTI's coaching curriculum, which is made up of two components - **Core Curriculum** and **Certification Program**:

Core Curriculum: Fundamentals / Intermediate (Fulfillment / Balance / Process / In The Bones) - Fundamentals is CTI's foundational Co-Active Coaching skills course. Fulfillment, Balance, and Process courses are named after the core principles of the Co-Active Coaching Model. In the Bones is an integrative course that deepens your confidence and solidifies the skills that have been taught in the previous four courses.

FUNDAMENTALS - The purpose of this course is to provide training and practical experience in the techniques and skills of the coaching profession, specifically Co-Active Coaching. This course is oriented toward participation and practical experience rather than lecture. Participants have extensive opportunities to coach and to receive feedback on their coaching.

INTERMEDIATE:

- **FULFILLMENT** - This course includes practical tools for helping clients discover their unique values, identify self-defeating influences and create a vision for a compelling future. The prerequisite for this course is Fundamentals of Co-Active Coaching.
- **BALANCE** - Because people live in constant motion, it's easy to forget that we have a choice in everything we do. Balance coaching is about guiding clients to make powerful life choices and to select the experiences they want most, rather than dashing about either at the mercy of circumstances or trying to have it all. Coaches learn to assist their clients in generating new perspectives and creating a plan of action grounded in commitment. Prerequisites for this course are Fundamentals of Co-Active Coaching and Fulfillment.
- **PROCESS** - Although uncomfortable, a client's chaos, confusion and inertia are part of his or her forward motion. Being with clients in both their messy and ecstatic places allows them to feel known and to more fully know themselves. Process coaching is about being with clients wherever they are on the flowing river of their lives - in the strong current, the still pools or the rapids and eddies. Prerequisites for this course are the Fundamentals of Co-Active Coaching, Fulfillment, and Balance.
- **IN THE BONES** -Co-Active Coaching relies on intuition to be responsive in the moment with clients rather than applying staid techniques or rules. In the Bones focuses on integrating the coaching skills learned in previous courses to take coaching to a higher level of impact and professionalism. This course provides polish, depth and courage so that coaches may respond to a wide range of clients and coaching situations with creativity and power. Prerequisites for this course are the Fundamentals of Co-Active Coaching, Fulfillment, Balance, and Process.

To earn the CACC designation, the coaching candidate must go through a six-month certification program. Candidates are eligible to begin the Certification Program after completing the Process course. A team of CTI-trained master coaches works with the candidate throughout the program to provide assistance and ensure the candidate's success as a coach.

Six-Month Certification Program Components:

- ◆ Weekly group teleconference calls provide a forum for practical learning application and group support as you move through the program. The Certification Program Leader is on the group calls delivering instruction and content. On the alternating weeks, candidate will meet in triads for skill building exercises and coaching. These weekly calls are one-and-a-half hours once a week for 25 weeks.
- ◆ Pre-recorded lectures and trainings by CTI founders and leaders offer content and sample coaching sessions on the topic of the week. Recordings are listened to prior to each of the weekly teleconference calls. Average listening time is 30 minutes per week. Candidates are expected to maintain a roster of at least five clients throughout the program and must complete 100 hours of coaching with your clients before taking the Certification Exam. Supervision provides feedback on what is working well in candidate's coaching and what areas need improvement. Candidate reviews tapes of previous coaching appointments and debrief with a Certified CTI Supervisor. There are nine one-hour supervisions.
- ◆ Homework and reading assignments deepen candidate's knowledge and experience of Co-Active Coaching. The time involved averages one to two hours weekly. On-going work with a CPCC, Professional Certified Coach (PCC) or Master Certified Coach (MCC) helps support candidate throughout the program. The time involved averages 30 minutes per week. After completing the program requirements, candidate will be eligible to take the Certification Exam.
- ◆ Upon successful completion of a written and oral exam, graduates earn the designation of Certified Professional Co-Active Coach (CPCC). The program is accredited by the International Coach Federation and licensed by the California Bureau of Private Post secondary and Vocational Education.

Leadership Retreats (for developing to a Co-active Coaching Leader)

Retreat 1: 'Creating from Self'

As a participant you will be challenged to identify those essential qualities that make you unique and see how social pressure and self-imposed limits can shape how we behave and make us lose touch with our innate strengths, gifts, and even purpose. You will be challenged to unapologetically 'take your lid off,' recognize your personal leadership strengths and develop the capacity to be effective in a wide-range of circumstances and environments. Learning throughout this retreat will unfold and be reinforced by experiential exercises, dynamic group interactions, Co-Active coaching and ongoing feedback.

Homework: An individual workshop/presentation will be designed and delivered prior to retreat two.

Retreat 2: 'Creating from Other'

Building on the powerful learning and self-awareness from the first retreat, you will become more aware of the different ways people learn and adapt. Fostering the ability to perceive and build on strengths inherent in others, you will be able to create powerful alliances and achieve mutual goals. You will experience opportunities to create 'in the moment' and discover how to work collaboratively, with new levels of trust and personal responsibility. Homework: A collaborative project will be co-designed and delivered with another Leadership participant prior to retreat three.

Retreat 3: 'Creating from Nothing'

Equipped with a powerful new understanding of yourself and others, this retreat challenges you to become fully present. You will become even more mindful of your influence on others, learn how to create your desired impact and begin to take responsibility for that impact in all aspects of your life. You will learn to read and incorporate feedback in the moment, how to deal with distractions, use various techniques for adjusting the impact of timing and pacing, and to respond authentically to what's happening in the present environment. Homework: A community project will be developed prior to retreat four.

Retreat 4: 'Creating from Everything'

The final retreat adds valuable new material about intentionally creating the impact you desire. You learn to work with, and create from chaos while being fully present, authentically self-expressed, and responsible for your impact. This level of leadership demands resourcefulness, clear intention, and breaking through self-limiting beliefs. As you learn to accept everything in the 'Co-Active dance,' conflict and tension become energizing forces for lifelong change. By the conclusion of retreat four, you will be ready to assume new responsibilities and leadership roles in your life and your profession while having a consistently positive impact on the world.

3. Dates and Price

Dates

Course	Dates	Location	Language
FUNDAMENTALS (1 course)	July 8-10, 2010	Beijing	English
	October 29-31, 2010	Beijing	
	December 3-5, 2010	Shanghai	
	April 1-3, 2011	Beijing	
INTERMEDIATE (4 courses)	Fulfillment January 14-16, 2011	Beijing	
	Balance February 18-20, 2011	Beijing	
	Process March 11-13, 2011	Beijing	
	In the Bones April 7-9, 2011	Beijing	

Note: More FUNDAMENTALS and INTERMEDIATE will be opened soon later.

Summer Prices 2010

Fundamentals: 8000.00 RMB
Intermediate: 32,000.00 RMB

(Price valid until September 30, 2010)

4. Contact

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