

Intact Academy

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www.intactacademy.com

TA01-2:

TA Coach Academy

Deepen your understanding of the theory and practice of executive coaching and of yourself in the coach role.

EMCC accredited within senior practitioner program

TA01-2:

Executive Coach Academy

Purpose

Coaches, consultants, HR professionals and leaders are highly motivated to support change, but often lack a systemic and coherent frame of reference that will help them work quickly and effectively. The executive coach academy offers an innovative and practical set of concepts and tools to support your development and your clients' development. The purpose of this program is to develop highly effective executive coaches using transactional analysis, and other theories.

Target Group

This program is for professionals in organizations, such as coaches, HR, consultants and leaders, who want to deepen their coaching, facilitation and individual development skills.

In order to participate the TAO1 basic coach academy you need the following experience and qualities:

- A TA101 introduction workshop
- Commitment to critical self-reflection
- Willingness to contribute to others in the group
- Commitment to developing your own professional practice

The TAO1 foundations is necessary to participate in TAO2 advanced coach academy.

Ultimate Result

By the end of the program participants will have:

- Gained a clear understanding of the theory and methodology of executive coaching and facilitation of individual change.
- Developed the skills to practice as a (transactional analysis) coach.
- Developed a deep understanding of individual problem definition and interventions.
- Gained a deep personal understanding of themselves and their role.

The Program

This executive coach academy offers a series of workshops facilitated by an experienced international team of trainers and supervisors with the objective of developing you as an executive coach practitioner.

The program consists of a basic and an advanced program, consisting of six workshops per program, client work, supervision and accountability groups.

TA01 Basic Coach Academy

The TAO1 program is for people who want to develop personally and professionally as a basic TA coach practitioner. It includes six two-day workshops, accountability groups and accreditation as a basic coach practitioner. TAO1 is open to participants from all fields of application. The TA101 workshop is mandatory before attending.

The Workshops

Workshop 1. Contracts and ego states: Within TA we use several different models of ego states to describe the structure and development of personality. Structural models can be used to understand the accumulated learning in your life history. Functional models can be applied to understand how you behave and communicate. In this workshop we will also establish learning goals and personal contracts for the program.

Workshop 2. Communication at work: Eric Berne, the founder of TA, calculated that there are 6.600 options in communication, and that all communication can be reduced to three basic types. Each type of communication has a specific function. Knowledge of parallel, crossed and ulterior transactions helps you focus your communication and your ability to ask powerful questions.

Workshop 3. Games and discounts: A game is a repetitive pattern of non-problem solving behavior that leads you to your 'favourite' rotten feeling, your racket feeling. Rackets are continuous complaints that get you the attention you crave. Games are the basis of every conflict. A core competence of coaches and consultants is to help clients create options to solve their problems.

Workshop 4. Life script: Script is an unconscious life plan learned in early childhood, reinforced by parents and by later events, resulting in a known pay-off. It is a story, your interpretation of events linked to a familiar emotion. These stories are like the bass tone of your life. We will use different perspectives to access your script and discuss different approaches to change your script.

Workshop 5. Developmental cycles: There are many theories about how people grow and develop. Most ideas are based on a linear way of thinking about development. By considering Levin's iterative Cycle of Development, we can identify what developmental issues and basic needs need to be met to insure a healthy individual development.

Workshop 6. Basic assessment: During the workshop we will revise the concepts learned and each participant will present their learning in a 20 minutes presentation. Participants are also expected to build up their coaching practice during the year. They need to have a minimum of two clients by the end of the year.

The Accountability Group

The Accountability Group is a team of 3-4 people who meets in between every workshop to discuss the homework and learning progress, and practices team coaching. The Accountability Group is there as a resource for you to bounce ideas off, to explore your best thinking and to confidentially discuss any issues.

Group Supervision

During each workshop we will reserve 0,5 day for the supervision.

These sessions will help you:

- Look at your own process and functioning as a coach
- Examine the functioning of the client (and the potential parallel processes that often arise)
- Understand the often complex system dynamics at play in executive coaching
- Look at how you are applying the learning from the program

Personal study, further reading

As a part of your learning, you will be expected to read the relevant research and theoretical underpinnings of your practice. To support you in this, there is an extensive reading list. You will be expected to come to each module having read any recommended texts or papers that are relevant to that module. We also recommend you complete an individual learning log, to track your progress during the program.

Assesment Criteria TAO1 Basic Coach Academy

At this level we expect participants to:

- Be aware of own values and beliefs that guide their practice,
- Be able to build a relationship based on contracts, trust and respect,
- Be able to practice active listening, asking powerful questions and giving appropriate feedback to enable learning,
- Reflect on their own effectiveness and accept feedback

TA02 Advanced Executive Coach Academy

The advanced year is focused on the application of executive coaching models to support and develop others in coaching, counseling and consultancy. Entry requirements are: A TAO1 or basic coaching program of at least 96 hours and the possibility to do a client practice case of at least 6 sessions.

The Workshops

Workshop 1. Professional facilitation in five steps: A five-step model of coach intervention is used as a guideline for practice. The five steps are: contact, contract, problem definition, intervention plan and evaluation. The role and tasks of the executive coach in each step will be explored. We will pay special attention to relationship management.

Workshop 2. Contact and contract: The ability to build a trusting relationship and clear contracting is central to effective intervention. We will explore three levels of contracting: administrative, professional and psychological. It will help you develop a flexible approach to supporting the development of your client.

Workshop 3. Problem definition: Using various concepts and models we can create a picture of key issues for the client that are preventing change. During this workshop we will discuss various ways to prioritize key issues, create an intervention plan and practice problem definition on live cases. Goal is to enable insight and learning for your client.

Workshop 4. Interventions: In executive coaching there are three levels of intervention – behavioral, relational and narrative or script patterns. We will practice different intervention techniques at each level. Powerful questions and active listening are essential. The goal is to make a minimal intervention for a maximum shift towards realizing the contract with the client.

Workshop 5. Evaluation and endings: Coaches can fulfill four roles: facilitative, consultative, teaching and normative. This workshop is focused on the normative role. We will explore the role of feedback and evaluation processes to enable an action and outcome orientation. Part of the normative process is also to reflect on your ethical and professional standards.

Workshop 6. Advanced assessment: During this workshop we will review the steps of the professional facilitation process in depth. Each participant will present their case study and a recording of the work with the client.

The Accountability Group

The Accountability Group is a team of 3-4 people who meets in between every workshop to discuss the homework and learning progress, and practices coaching. The Accountability Group is there as a resource for you to bounce ideas off, to explore your best thinking and to confidentially discuss any issues.

Group Supervision

During each workshop we will reserve 0,5 day for the supervision. At three critical moments there is also mandatory group supervision. These are paid for separately by the participants.

These sessions will help you:

- Look at your own process and functioning as a coach team,
- Examine the functioning of the client team (and the potential parallel processes that often arise between the two teams),
- Understand the complex system dynamics at play,
- Look at how you are applying the learning from the program

Personal Study, further reading

As a part of your learning, you will be expected to read the relevant research and theoretical underpinnings of your practice. To support you in this, there is an extensive reading list. You will be expected to come to each module having read any recommended texts or papers that are relevant to that module. We also recommend you complete an individual learning log, to track your progress during the program.

The Coaching Client

The participants will provide coaching of a client over a six-month period. The client will receive at least six 1-hour coaching sessions. The client will be expected to participate in whatever tools or process the coach need to ascertain needs and realize the learning contract. Because this is a work placement for learning, the coach will charge a minimal fee of Euro 300. This money is used to pay for the extra group supervision sessions.

The Written Case Study

The purpose of the case study is to show that you have integrated knowledge of coaching concepts and can apply them in practice in your field of work.

Assessment Criteria Advanced Coach Academy

At this level we expect participants to:

- Be able to respond to client needs flexibly and be aware of the effect of their own behaviour on the client.
- Rigorously reflect on own practice and get regular supervision.
- Be able to establish appropriate contracts, based on ethics and an awareness of boundaries of own competencies.
- Build a relationship of genuine empathy and support to facilitate autonomy.
- Use a range of techniques to generate options with client.
- Be able to plan actions, identify potential barriers and help the client take responsibility for their actions.

Planning and Costs

The program is given online via Zoom or on location.

The program is in English, with the possibility of organizing different translations.

For actual dates please go to the website: www.intactacademy.com

Costs are aligned with the NUMBEO index per country. Intact Academy is a state recognized CRBKO institution, and thus programs are offered VAT free.

Registration

Register through the website:

<https://intactacademy.com/planning/>

When registering for Intact Academy programs you also commit to adhering to the ITAA and EMCC ethical code and the Intact Academy registration conditions.



Program Director



Drs Sari van Poelje is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy since 1992, training coaches and consultants all over the world. She works as a consultant in Agile Business Innovation with multinationals, family businesses and startups to help them innovate their business more quickly than their products, so that they can accelerate their time to market. Sari has 35 years' experience of coaching and consulting with managers and directors and has been a director in various multinationals for 23 years.

She is a licensed teaching and supervising transactional analyst, PCM trainer, NOBCO-EMCC accredited master coach, master systemic team coach. She has published numerous articles and books on leadership, coaching and organizational change.

There will be at least two guest trainers involved.