

# Continuing Coaching Education Curriculum



**ACADEMY**  
OF CREATIVE COACHING

SHRM

SHRM-CP | SHRM-SCP

RECERTIFICATION  
PROVIDER

2021

**ACTP**

ICF ACCREDITED COACH  
TRAINING PROGRAM



# Objectives

The course provides the learner with resources to gain a deeper understanding of the Updated Core Competencies as outlined by the International Coaching Federation (ICF) including an overview of the ICF Code of Ethics. The instructor covers the eight core competencies including information on what differences the updated core competencies from the previous set of competencies. The coach's mindset and best practices for supporting the coachee with goal attainment are explored as well as suggestions for integrating the core competencies into the coaching session structure.



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# At the end of this course the learner will be able to:

- Identify the Updated Core Competencies as defined by the International Coaching Federation (ICF).
- Understand the eight ICF Core Competencies and best practices for using the core competencies to support the coachee.
- Define what coaching is and understand how it is different from other helping professions.
- Understand why the Core Competencies were updated and the benefit of having a coaching mindset.



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# INSTRUCTOR

## SOPHIA CASEY, PCC

As a Professional Certified Coach (PCC) through the International Coaching Federation (ICF) and Director of Faculty Training and Development for the Academy of Creative Coaching, Sophia is an advocate for coaches to have strong coaching skills and businesses that work. She uses her sociology, psychology, and education studies from UCLA and Johns Hopkins University to underscore the importance of using a wholistic approach to coaching and training delivery.

Sophia is a two-time bestselling author committed to women's global empowerment as evidenced by her novel, *Fierce Vulnerability: A Colored Girl's Truths, Trials, and Triumphs*, debuting as Amazon's number one new release for Dramas and Plays by Women. The book is slated to be made into a movie. She is the author of the bestseller *the Ease & Flow Journal: A 31-Day Journal to Get Clear, Connected, and Courageous About Life*, and her e-book *K.I.M. – Keep It Movin': 10 Steps to Let Go and Fly*, was highlighted on Fox News. Her work has also been featured in *SUCCESS* magazine and on CBS, NBC, and SiriusXM radio. She recently authored three more books to support leaders and coaches with goal attainment.



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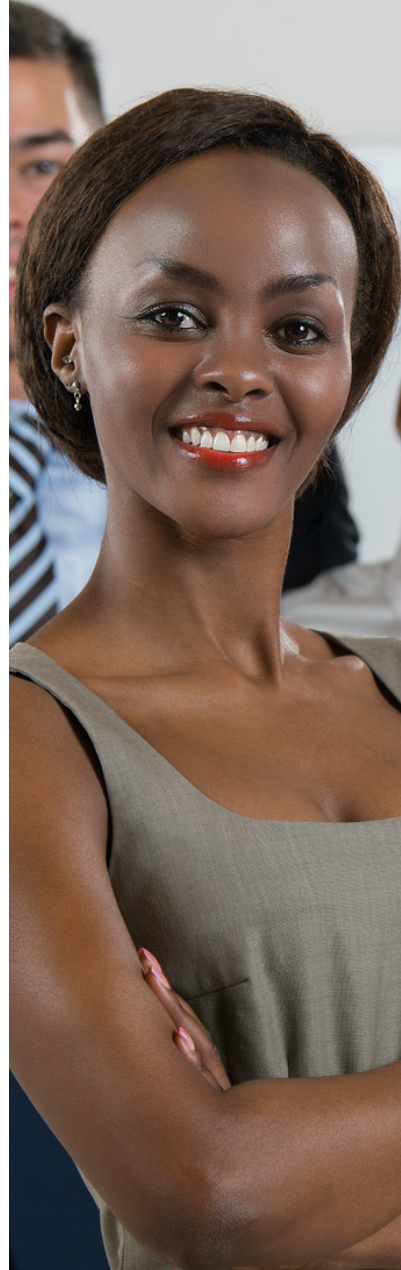
# ICF Core Competencies

## Foundation

- **Demonstrates Ethical Practice**  
DEFINITION: Understands and consistently applies coaching ethics and standards of coaching.
- **Embodies a Coaching Mindset**  
DEFINITION: Develops and maintains a mindset that is open, curious, flexible, and client-centered.

## Co-Creating the Relationship

- **Establishes and Maintains Agreements**  
DEFINITION: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans, and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.
- **Cultivates Trust and Safety**  
DEFINITION: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.



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- **Maintains Presence**

DEFINITION: Is fully conscious and present with the client, employing a style that is open, flexible, grounded, and confident.

## **Communicating Effectively**

- **Listens Actively**

DEFINITION: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.

- **Evokes Awareness**

DEFINITION: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor, or analogy.

## **Cultivating Learning and Growth**

- **Facilitates Client Growth**

DEFINITION: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.



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