



ICI Standards & Curriculum for: “Advanced Fundamental Coaching Skills, ICI”

(The title: “Advanced Coaching Skills, ICI” is okay too)

The qualification "Advanced Fundamental Coaching Skills, ICI" consists of at least 92 hours/12 days coaching training + case reflections of coachings as Coach and coachings as Coachee + written test + practical test. Part 1 is the content of the “Fundamental Coaching Skills, ICI”.

Requirements for participation of the 32 hours/4 days part: "Advanced Fundamental Coaching Skill, ICI"

- Prerequisites for attending the 32 hours/4 days: "Advanced Fundamental Coaching Skills, ICI" qualification training are the 60 hours/8 days qualification in "Fundamental Coaching Skills, ICI". The training: "Fundamental Coaching Skills, ICI" can be integrated in the all in all 92 hours/12 days Coaching training: "Advanced Fundamental Coaching Skills, ICI". When it is integrated it does not need a certificate of "Fundamental Coaching Skills, ICI".

Duration & procedure of the training of the 32 hours/4 days part: "Advanced Fundamental Coaching Skill, ICI"

- a minimum of 32 hours (not academic hours) of training in a minimum of 4 days
- a minimum of 15 hours of supervised coaching outside the training facility
- plus coachings for colleagues in the training group and coachings by colleagues in the training group
- written self reflection project, showing the level of reflection and the use of the core competences
- written test to assure the level of knowledge
- minimum 2 sessions Coaching by a certified coach
- a certification coaching session with feedback from fellow participants and trainer

Training content of: "Advanced Fundamental Coaching Skills, ICI"

1st part see: [60 hours/8 days Curriculum "Fundamental Coaching Skills,ICI"](#)

2nd part: the following content for the 32 hours/4 days "Advanced Fundamental Coaching Skills, ICI"

- Capability for self-reflection
- Supervision (by colleagues)
- Systemic thinking and assessment
- Hidden agendas and systemic entanglements
- Integration of inner conflicts

- Personal congruence and authenticity
- Analysis of strengths, weaknesses, and potential
- Coaching in an organisational perspective
- Coaching approach in leadership
- Differences in behaviour and intention
- Dealing with habits
- Dealing with fear – own and coachee
- Dealing with emotional hijacking
- Timing of intervention to optimal result
- The beliefs of the coach
- Internal dialog
- Crisis management
- Differences between coaching and counselling and therapy
- Coaching of people with special needs (stress etc)
- Coach responsibility and legal matters

Core competencies trained in: “Advanced Fundamental coaching skills, ICI”

- To use and self-reflect on the coaching competencies: Questioning, listening, championing, sharing observations and hypotheses, challenging, tasking, creating rapport, monitoring own mental estate, summarizing.
- To use and reflect on systemic perspectives from individual, team, organization.
- To reflect on the difference of executing a coaching and being a coach.
- To be able to structure single sessions and overall processes.

The ICI certificate for: "Advanced Fundamental Coaching Skills, ICI" must include:

1. the correct title of the qualification: "Advanced Fundamental Coaching Skills, ICI"
2. the duration of the course with precise information regarding training days and hours (at least 32 hours in 4 days or with the required prerequisites for attending of 60 hours/8 days "Fundamental Coaching Skills, ICI" this sums up to 92 hours in 12 days.)
3. the date of the first and last day of the training
4. a statement that all ICI guidelines have been met
5. the ICI seal (sticker with ICI logo and seal number)
6. the signature of the "Coach Master Trainer, ICI"

Training content for the qualification: We highly recommend to list the complete trained main content and the complete amount of training hours and days that is needed for the certified qualification in Coaching on the backside of the certificate or on a separate signed document.

The following statement is optional for an ICI sealed certificate:

"Because of the high quality of this training it may be recognized as ECTS credit points in academic studies in psychology with a focus on Coaching."

For more details please see: <https://www.coaching-institutes.net/pdf/en/guidelines.pdf>