



ICI Standards & Curriculum for: “Expert Coaching Skills, ICI”

The qualification "Expert Coaching Skills, ICI" consists of at least 130 hours/18 days coaching training + case reflections of coachings as Coach and coachings as Coachee + written test + practical test. Part 1 is the content of the “Advanced Fundamental Coaching Skills, ICI” with 92 hours/12 days.

Requirements for participation of the 38 hours/6 days part: "Expert Coaching Skills, ICI" training

- Prerequisites for attending the 38 hours/6 days: "Expert Coaching Skills, ICI" qualification training are the 92 hours/12 days qualification in "Advanced Fundamental Coaching Skills, ICI". When the “Expert Coaching Skills, ICI” is conducted in 130 hours/18 days then it needs no separate certificate for "Fundamental Coaching Skills, ICI" or "Advanced Fundamental Coaching Skills, ICI". In the integrated 130 hours/18 days the content of "Fundamental Coaching Skills, ICI" and "Advanced Fundamental Coaching Skills, ICI" is part of the qualification “Expert Coaching Skills, ICI”.

Duration & procedure of the training:

- a minimum of 130 hours (not academic hours) of training in a minimum of 18 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: "Expert Coaching Skills, ICI"

- **Self-control of the coach**
 - Balance, stabilization, centering
 - Strengths and weaknesses of empathy
- **Competencies in process design**
 - Being able to observe and encourage. Focus on feedback rather than failure
 - Direct communication: Being able to distinguish between observations, judgments and opinions. Sharing observations as they arise. Space and silence are needed to allow the coachee to respond to the direct communication. Direct communication is dialogical and allows the coachee to find its own truth.
 - Contrastive analysis (comparing different states)
 - State management connected with perception positions



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- State management connected with sensory channels
- Change of perspective regarding leading restricting beliefs such as: reframing, „as-if“ framework, convert criticism into questions
- Using creative elements (sometimes better than a thousand words) such as: storytelling, metaphors, impact techniques, ...
- **Theoretical foundations of the epigenetical plan / developmental psychology**

Core competencies trained in: “Expert coaching skills, ICI”

- To capture the central theme
- Stage-management
- Observation
- Artful handling of change pro

The ICI certificate for: "Expert Coaching Skills, ICI" must include:

1. the correct title of the qualification: "Expert Coaching Skills, ICI"
2. the duration of the course with precise information regarding training days and hours (at least 130 hours in 18 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 the “ICI Certification Guidelines”