International Association of Coaching Institutes ICI 10777 Berlin, Germany, Winterfeldtstr. 97, 049 - (0) 30 - 214 78 174 Office for ICI, IN, WHO, WSCO, IN-Me: office@in-ici.net

“Professional Mentor for Coaches, ICI”

8 days, 60 hours

Developed by: **Prof. Dr. Reza Omraie**

President of the Association of NLP and Coaching Trainers in Iran

International NLP and Coaching Master Trainer

www.nlpiran.com

www.omraie.com

Curriculum

“Professional Mentor for Coaches, ICI”

Total Training Duration: 60 Training Hours over 8 Training Days.

1. Qualification Overview

The qualification “Professional Mentor for Coaches, ICI” is designed to prepare experienced coaching professionals to become competent mentors who support the professional development of other coaches.

The program focuses on the observation and analysis of coaching practice, professional feedback, the development of coaching competencies, ethical practice, and the continuous improvement of coaching performance.

A Professional Mentor for Coaches helps other coaches reflect on their professional work, recognize their strengths and areas for improvement, address challenging coaching situations, and strengthen their professional identity.

This qualification has been conceptualized, designed, and methodologically developed by **Prof. Dr. Reza Omraie**, President of the Association of NLP and Coaching Trainers in Iran, and International NLP and Coaching Master Trainer.

2. Entry Requirements and Training Duration

Entry Requirements

Applicants must hold at least one of the following qualifications:

- A recognized Coach Trainer qualification.
- A recognized Coach Master Trainer qualification.

Applicants must also demonstrate professional coaching experience and familiarity with coaching standards and ethical principles.

Training Duration

The qualification consists of 60 training hours delivered over 8 training days, combining theoretical instruction, practical exercises, case studies, mentoring practice, and competency-based assessment.

3. Target Group

This qualification is specifically designed for qualified Coach Trainers and Coach Master Trainers who wish to develop professional expertise in mentoring other coaches.

It is intended for experienced coaching professionals who want to support the development, competence, and professional standards of other coaches.

The program is not designed as a general mentoring course for managers, employees, or the general public.

4. Objectives and Learning Outcomes

Upon successful completion of the program, participants will be able to:

- Observe and analyze professional coaching sessions.
- Evaluate coaching performance against recognized professional competency frameworks.
- Identify strengths and areas requiring improvement.
- Provide constructive and evidence-based professional feedback.
- Design and conduct structured mentoring processes.
- Support coaches in challenging professional situations.
- Promote ethical practice and continuous professional development.

5. TRAINING CURRICULUM

Module I – Foundations of Professional Mentoring

5 Hours

- Principles and purpose of professional mentoring in coaching
- Roles and responsibilities of a professional mentor
- Professional identity and core mentoring competencies
- Establishing an effective mentor–coach relationship

Module II – Professional Roles and Responsibilities

5 Hours

- Roles of coach, mentor, trainer, and supervisor
- Differences between mentoring, coaching, and supervision
- Establishing professional agreements and expectations
- Professional boundaries and referral responsibilities

Module III – Coaching Standards and Competency Assessment

6 Hours

- International coaching standards and competency frameworks
- Core professional competencies of effective coaches
- Assessment of communication and active listening skills
- Evaluation of questioning and awareness-building techniques
- Understanding coaching session structures and interventions

Module IV – Observation and Analysis of Coaching Sessions

8 Hours

- Principles and methods of professional observation
- Reviewing and analyzing coaching sessions
- Evaluating communication between coach and client
- Identifying effective and ineffective coaching interventions
- Recognizing common coaching mistakes
- Using observation and assessment tools
- Practical case studies and session analysis
- Informed consent before reviewing sessions or recordings

Module V – Professional Feedback and Developmental Communication

6 Hours

- Principles of constructive professional feedback
- Evidence-based feedback techniques

- Distinguishing observation from interpretation and judgment
- Communicating strengths and areas for improvement
- Managing resistance to feedback
- Turning feedback into practical development goals

Module VI – Designing and Conducting Mentoring Processes

6 Hours

- Stages of a professional mentoring process
- Assessing a coach's development needs
- Establishing mentoring goals and expectations
- Planning and conducting mentoring sessions
- Selecting appropriate mentoring methods
- Monitoring progress and documenting outcomes

Module VII – Managing Difficult Coaching Situations

5 Hours

- Recognizing challenges in coaching practice
- Supporting coaches in difficult client situations
- Identifying professional limitations and performance gaps
- Addressing ineffective coaching patterns
- Recognizing situations requiring referral or additional professional support

Module VIII – Professional Ethics and Confidentiality

4 Hours

- Ethical principles in professional mentoring
- Confidentiality and protection of client information
- Professional boundaries and conflicts of interest
- Respecting the coach's independence
- Ethical decision-making and professional accountability
- Data protection and anonymization of coaching materials

Module IX – Professional Growth and Development of Coaches

5 Hours

- Strengthening professional identity and confidence

- Developing an individual coaching style
- Promoting reflective practice and continuous learning
- Supporting long-term professional development

Module X – Practical Mentoring and Final Assessment

10 Hours

- Practical mentoring exercises
- Conducting simulated mentoring sessions
- Applying observation and analaysis tools in a mentoring exercise
- Delivering constructive professional feedback
- Conducting structured mentoring processes
- Preparing mentoring reports and documentation
- Demonstrating professional mentoring competencies
- Final practical competency assessment

Total Training Duration: 60 Hours

6. Teaching and Learning Methods

The training program combines theoretical instruction with practical professional activities.

- The main teaching and learning methods include:
- Interactive instruction and group discussions
- Case studies and professional analysis
- Role-play and simulated sessions
- Practical mentoring exercises
- Peer learning and feedback
- Reflective practice and practical assignments

7. Assessment and Certification

Participants will be evaluated through theoretical and practical assessment.

The assessment process includes:

- Understanding professional mentoring principles and standards
- Written analysis of coaching sessions
- Ability to identify coaching strengths and development needs
- Demonstration of effective professional feedback skills
- Performance in practical or simulated mentoring sessions
- Submission of a documented mentoring assignment

- Final competency assessment

Participants must successfully complete the required assessments and demonstrate the specified professional competencies.

Certification will be subject to ICI approval and applicable certification requirements.

8. Attendance Requirements

Participants are required to attend all training modules and complete the required practical exercises and assessments.

Proposed Qualification Title: "Professional Mentor for Coaches, ICI"

Proposed Recognition:

International Association of Coaching Institutes (ICI)

Total Training Duration: 60 Hours delivered over 8 training days.