

Mastery Coaching

The Mastery Group CCE Schedule

Hours	Instructional Time	Instructor(s)	Description	CCE Category / Core Competency
Workshop I				
0.5	Workshop I - 4:00PM to 4:30PM	Goss/Krailo	1.1 Mastery Coaching Context - Introduction of course curriculum and the philosophy of "Mastery"	ICF Core Competence - 1) Meeting Ethical Guidelines and professional standards. C) Clearly communicates the distinctions between coaching, consulting, psychotherapy and other support professions.
1	Workshop I - 4:30PM to 5:30PM	Goss/Krailo	1.2 Review of Mastery - What is a "Master", definition of Mastery, Characteristics of a Master, The 5 level process of Mastery	ICF Core Competence 8) - <u>Creating Awareness</u> - D) Helps clients discover for themselves the new thoughts, beliefs, perceptions, emotions, moods, etc. that strengthen their ability to take action and achieve what is important to them.
1	Workshop I - 5:30Pm to 6:30PM	Goss/Krailo	1.3 Roles of Coach - An in-depth view of the multiple roles associated with coaching including, teaching, strategic roles, and expanded roles.	ICF Core Competence 2) - <u>Establishing the Coaching Agreement</u> - B) Reaches agreement about what is appropriate in the relationship and what is not, what is and is not being offered, and about the clients and coaches responsibilities.
1	Workshop I - 6:30PM to 7:30PM	Goss/Krailo	1.4 Integral Grid - An introduction and explanation of the relationship between the interior and exterior realms of consciousness and how they relate to the individual and the collective group environments.	ICF Core Competence(s) 8) - <u>Creating Awareness</u> - F) Helps clients to see the different, interrelated factors that affect them and their behaviors & G) Expresses insights to clients in ways that are useful and meaningful for the client.
Workshop II				
1	Workshop II - 4:00PM to 5:00PM	Goss/Krailo	2.1 Executive/Emotional Intelligence - Competency, stages of learning, emotional maturity, the neuroscience of EQ, the four domains of EI.	ICF Core Competence(s) 8) - <u>Creating Awareness</u> - C) Identifies for the client his/her underlying concerns, typical and fixed ways of perceiving himself/herself and the world, differences between the facts and the interpretation, disparities between thoughts, feelings and action & E) Communicates broader perspectives to clients and inspires commitment to shift their viewpoints and find new possibilities for action.
1	Workshop II - 5:00PM to 6:00PM	Goss/Krailo	2.2 Relationship Skills Development - Establishing the process models of relationship inventory & relationship cycles. Personal competence & social competence, awareness, regulation and motivation.	
1	Workshop II - 6:00PM to 7:00PM	Goss/Krailo	2.3 Dialogue, Developmental Feedback & Deliberate Practice - Introduction and instruction in the illuminating process of engagement with the client. Facilitating the processes of insightful communication, truth telling, mirroring, listening to understand, "What's at Risk", strategic planning and deliberate practice.	ICF Core Competence(s) 6) - <u>Powerful Questioning</u> B) Asks questions that evoke discovery, insight, commitment, or action & 7) - <u>Direct Communication</u> - B) Reframes and articulates to help the client understand from another perspective what he/she wants or is uncertain about & 9) - <u>Designing Actions</u> D) Promotes active experimentation and self-discovery, where the client applies what has been discussed and learned during sessions immediately afterwards in his/her work or life setting.

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Workshop III				
1	Workshop III - 4:00Pm to 5:00PM	Goss/Krailo	3.1 Transformational Change - Insight into Transformational Change. A study of the Hudson illustration, structural versus transitional change, transformational change versus transactional change, self-change, organizational change and leadership change	ICF Core Competence <u>8</u>) - <u>Creating Awareness</u> - D) Helps clients to discover for themselves the new thoughts, beliefs, perceptions, emotions, moods, etc. that strengthen their ability to take action and achieve what is important to them.
0.5	Workshop III - 5:00Pm to 5:30PM	Goss/Krailo	3.2 The Birkman Assessment Tool - Introduction and overview if the Birkman assessment. 11 components of evaluation, strengths - needs and stress assessments, conscious and subconscious components.	ICF Core Competence(s) <u>4</u>) - <u>Coaching Presence</u> - D) Sees many ways to work with the client, and chooses in the moment what is most effective & F) Confidently shifts perspectives and experiments with new possibilities for own action.
0.5	Workshop III - 5:30Pm to 6:00PM	Goss/Krailo	3.3 Stages of Learning - Unconscious Incompetent, Conscious Incompetent, Conscious Competence, Unconscious Competence.	ICF Core Competence(s) <u>8</u>) - <u>Creating Awareness</u> - E) Communicates broader perspectives to clients and inspires commitment to shift their viewpoints and find new possibilities for action & F) Helps clients to see the different, interrelated factors that affect them and their behaviors (e.g., thoughts, emotions, body, background) & G) Expresses insights to clients in ways that are useful and meaningful for the client.
0.5	Workshop III - 6:00Pm to 6:30PM	Goss/Krailo	3.4 The Hard Case for the "Soft Skills" - Domains of excellence, Mindset of a Champion, left-side grid performance, interior versus exterior	
0.5	Workshop III - 6:30Pm to 7:00PM	Goss/Krailo	3.5 An Introduction to Feelings - Glad, sad, happy, mad, fear & shame. The dance with love and fear. "I" statements. The language of awareness and blind spots.	
Workshop IV				
0.5	Workshop IV - 4:00PM to 4:30PM	Goss/Krailo	4.1 Organizational Change - An effective model for transformational change in organizations. Drawing from Robert E. Quinn - "Change The World", study of the dynamics of transformational change within an organization.	ICF Core Competence(s) - <u>9</u>) <u>Designing Actions</u> - A) Brainstorms and assists the client to define actions that will enable the client to demonstrate, practice and deepen new learning & B) Helps the client to focus on and systematically explore specific concerns and opportunities that are central to agreed-upon coaching goals.
0.5	Workshop IV - 4:30PM to 5:00PM	Goss/Krailo	4.1.1 Embody the Vision & First Look Within - Introduction of the first two seed thoughts that facilitate transformational change	
0.5	Workshop IV - 5:00PM to 5:30PM	Goss/Krailo	4.1.2 The Hypocritical Self & Transcending Fear - Recognizing self hypocrisy. The distinctive signs of authentic behavior and the role fear plays on subconscious choices.	
0.5	Workshop IV - 5:30PM to 6:00PM	Goss/Krailo	4.1.3 Disturb the System and Surrender to Reality - Study of normalized systems and the effects of disruption to the system. Embracing the emerging reality and how to evaluate and discern the gain.	

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0.5	Workshop IV - 6:00PM to 6:30PM	Goss/Krailo	4.1.4 Entice Through Moral Power - Creating a culture of the collective good and "doing the right thing"	ICF Core Competence - <u>10) Planning and Goal Setting</u> - Consolidates collected information and establishes a coaching plan and development goals with the client that address concerns and major areas for learning and development.
0.5	Workshop IV - 6:30PM to 7:00PM	Goss/Krailo	4.2 Advanced Change Theory (ACT) - An abstract approach to change and it's components. Defining theoretical and technical reality.	ICF Core Competence - <u>11) Managing Progress and Accountability</u> - G) Is able to move back and forth between the big picture of where the client is heading, setting a context for what is being discussed and where the client wishes to go.