



# Coaching Academy

## Course and Module Descriptions

### Course 1: Coaching Foundations for Leaders

#### *Building the Mindset, Skills, and Ethics of Coaching*

This two-day, in-person course introduces leaders and aspiring coaches to the foundational concepts, skills, and ethical standards of effective coaching. Participants will explore the role of the coach, the benefits of coaching in leadership contexts, and the core coaching competencies as defined by the International Coaching Federation (ICF).

Through interactive discussion, reflection, and practice, participants will build self-awareness around identity and implicit bias and learn how these influence coaching relationships. The course emphasizes cultivating trust and psychological safety, listening deeply, asking powerful questions, and using simple coaching frameworks to structure conversations. By the end of the course, participants will be prepared to engage in foundational coaching conversations with greater intention, awareness, and confidence.

#### Course 1 Modules

##### *Setting the Foundation for the Coach*

Participants explore the essential foundations of coaching and what it means to coach effectively and ethically. This module clarifies how coaching differs from other helping roles and introduces the professional standards that guide coaching practice. Participants will examine the benefits of coaching for leaders and organizations, review types of coaching, and gain an overview of the ICF Core Competencies, ethical principles, and credentialing pathways.

##### *Trust and Safety in Coaching: Identity, Bias, and the Coaching Relationship*

Trust and safety are central to effective coaching relationships, and they are not experienced the same way by every person. Identity and implicit bias shape what people risk sharing, what coaches notice, and how safe the relationship feels. In this interactive module, participants will reflect on their social identities, examine how bias can show up in coaching micro-moments, and practice concrete behaviors that cultivate trust and safety. Emphasis is placed on how trust is built in small moments, including the questions we ask, what we assume, and what we avoid.

##### *Listening Actively*

Focused on the core coaching competency of active listening, this module helps participants develop the capacity to listen with intention, curiosity, and presence. Participants will explore what it means to listen beyond words, recognize patterns and emotions, and minimize internal distractions. Through practice and reflection, participants will strengthen their ability to listen in ways that support understanding, trust, and insight.



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### *Evoking Awareness – Fundamentals*

This module introduces the foundational skills associated with evoking awareness. Participants will examine the qualities of effective coaching questions and practice generating and asking questions that invite reflection, insight, and new perspectives. Emphasis is placed on curiosity and partnership as participants begin developing this core coaching capability.

### *Coaching Conversation Frameworks*

Effective coaching conversations follow a purposeful structure that supports clarity and progress. In this module, participants are introduced to several coaching frameworks that guide conversations from goal formulation through reflection and learning. Participants will explore how core coaching competencies show up within these models and practice using a framework in an observed coaching session with faculty feedback.