Is Executive Coaching an Academic Discipline? (2008)

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# Evidence Based Coaching Certificate

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Evidence Based Coaching Certificate

# Evidence Based Coaching Certificate Program

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# Definition of Evidence Based Practice

*the intelligent and conscientious use of best available knowledge [from valid research and practice] in making decisions about how to design, implement and deliver coaching interventions to clients, and in designing and teaching coach training programs.*

**(Grant & Cavanagh, 2003)**

## Theoretical Understanding

**Behavioral Therapy**
**Humanistic Psychology**
**Adult Development and Learning**
**Communication Theory**
**Leadership Theory**
**Organizational Theory**

## Coaching Competencies

**Skills in listening, asking questions, designing actions, measuring outcomes**

## Evidence Based Coaching

## The Use of Self

1. Self understanding
2. Client's issues versus coach issues
3. Capacity to self-correct
4. Integrity
5. Ethical coaching behavior

## Theoretical Understanding
### (Intellectual/Cognitive Growth)
1. Participating in 3 online courses
2. Posting ongoing feedback online
3. Writing summaries, case studies
4. Researching additional models and theories

## Coaching Competencies
### (Skill Building)
1. Participating in 2 3-day skills training workshops
2. Participating in 20 telephone training sessions
3. Coaching for 6 observed sessions
4. Coaching for 24 sessions
5. Final oral exam

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## The Use of Self
### (Personal Development)
1. Being coached a minimum of 10 sessions
2. Writing at least 10 self reflective statements
3. Participating in Orientation and Final f2f Training
4. Participating in Telephone Training Round 3
5. Responding skillfully to team mates online, via telephone, and face-to-face