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Evidence Based Coaching Certificate

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Evidence Based Coaching Certificate



FIELDING
Graduate University

QUALITY · FLEXIBILITY · COMMUNITY

***Evidence Based Coaching Certificate
Program***

***School of Human and Organization
Development***

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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

Evidence Based Coaching Certificate

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