

What is the Group Coach Certification Process through CoachNet?

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You can use CoachNet's group coach certification process to train coaches within your ministry organization. But it's not just a one-time training. The process can be licensed to be used in-house to train up future generations of coaches within your organization. Here's how it works:

CoachNet's coach certification process generally takes about 8 months to complete. We recommend that you select a starting group of no more than 20 people to ensure in-depth, personal coach training. Participants will first experience three hour-long coaching conversations over a 6 to 8 week period as they read through *Coaching 101*. They will then attend a 1 ½ day workshop. This is a very hands-on, experiential workshop, with several triad exercises and direct interaction with the presenter. It is not a classroom-type environment.

Immediately following the workshop, each coach-in-training will begin coaching two persons of their choosing while they continue to be coached by their CoachNet Coach Mentor. They will have one hour-long conversation with each of their coaching clients, and then one hour-long conversation with their CoachNet Coach Mentor each month for six months. The goal of these conversations is to help them gain practice coaching and to receiving coaching *on their coaching*. Time-wise, after the workshop, coaches-in-training will be spending about 4 hours per month for 6 months. During this time they engage in intentional feedback and evaluation times with their CoachNet Coach Mentor to ensure that they are on track with the behavioral competencies characteristic of a highly effective Christian coach.

At the end of the six months, each coach-in-training will participate in a formal Online Coach Assessment, which will identify areas of strength as well as areas of growth. The results of the assessment will be reviewed by the participants along with their coach mentors. At this point, participants will come back together with the group for an additional 1 ½ day certification workshop. During this time, coaches-in-training will focus on coach competencies using *Developing Coaching Excellence Handbook* and create a personal development plan for continued growth. Certification is earned when all requirements and evaluations are completed.

Overview of the process for groups

Orientation

- Experience three coaching sessions via telephone with your coach mentor, working through *Coaching 101* (pre-workshop).
- Familiarize yourself with the CoachNet website and the Online Coaching tool.
- Recruit two persons you will coach during your fieldwork post-workshop.
- Complete a DiSC profile.
- Write a summary of *Coaching 101*. Bring to the Coach Training Workshop.

1 1/2-Day Initial Coach Training Workshop

- Coaching 101 Handbook* serves as the curriculum for this event.
- Dig deep into the 5Rs of the coaching process – Relate, Reflect, Refocus, Resource, Review.
- Practice “discovery” listening.
- Explore effective techniques for asking powerful questions.
- Learn through observation and participation.
- Identify your behavioral profile and improve interpersonal skills.

Experience (Field work)

- Work through the *Coaching 101 Handbook* and write a summary.
- Coach two persons for six sessions each.
- Work with your coach mentor for six sessions to grow in your coaching capacity.

Assessment

- Feedback from field work
- Online coach assessment through www.coachnet.org

1 1/2-Day Certification Workshop

- Focus on coach competencies using *Developing Coaching Excellence Handbook*.
- Create a personal development plan for continued growth.
- Certification is earned when all requirements and evaluations are completed.

Specialization and Lifelong Learning

- Pursue further training for coaching applications, such as Natural Church Development, church planting, and leadership development.
- Maintain CoachNet subscription to access latest resources.
- Engage in lifelong learning to maximize your coaching.

Contact support@coachnet.org for information on how your group can be trained and licensed to use this reproducible process, or call 1.888.318.7920 USA toll free.