

# Gardner Institute Coach Training Program Description



The Gardner Institute coach training program provides an extensive professional development experience that prepares you for success in the fast emerging coaching profession. The **Core Coach Training** course is focused on coaching concepts, tools and techniques aligned with the International Coach Federation (ICF) Core Competencies and Code of Ethics. Our **Mindset for Success Coach Training** course integrates the proprietary *Mindset for Success* coaching model, developed by Dr. Jayne Gardner, with the ICF Core Competencies, teaching you how to coach your clients to attain a high level of success and sustainable self-directed change. Both courses are accepted as Approved Coach Specific Training Hours (ACSTH) by ICF for credential requirements.

## Why Mindset for Success Coach Training

The **Mindset for Success** process is noted in the coaching world for its vertically deep impact on the client. It is based on the latest neuroscience research. Coaches who successfully complete *Mindset for Success* coach training gain the right to use this proprietary process with their clients.

Successful completion of the program, including written and oral exams, prepares the participant for licensure as a Gardner Institute *Mindset for Success* Coach and application for ICF credentials.

In addition, unique to The Gardner Institute program, we provide our coach graduates with continued interaction with a coaching community, including opportunities for ongoing marketing, training and client referral support.

## Curriculum

The curriculum is organized into two courses, Core Coach Training (60 hours) and *Mindset for Success* Coach Training (42 hours). All 102 hours are approved as ACSTH for ICF credential requirements.

Course	Class Names	Delivery Method	Length	Hours - ACSTH
Core	Introduction to Coaching and Coaching Ethics	On-site	4 days	30
Core	Core Coaching Practice	Tele-class	16 90-minute classes	24
Core	Marketing Your Coaching Business	Tele-class	4 90-minute classes	6
Core			<b>Total Hours</b>	<b>60 ACSTH</b>
Mindset	<i>Mindset for Success</i> Retreat Practicum	On-site	5 days	40
Mindset	<i>Mindset for Success</i> Retreat Follow-Up	Tele-class	2 1-hour classes	2
Mindset			<b>Total Hours</b>	<b>42 ACSTH</b>
			<b>Combined Total Hours</b>	<b>102 ACSTH</b>

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## Prerequisites

### Core Coach Training Prerequisites:

1. The Gardner Institute trains coaches who are committed to their own personal growth, based on the premise that individuals first must be willing to work on themselves before earning the right to coach others.
  - *If you are new to coaching* and do not plan to take the *Mindset* course, or are unsure about whether you will take it, you must sign up to coach with a Gardner Institute coach for a minimum of three months either before or during the Core course. Some Gardner Institute coaches offer a reduced coaching fee to students who have committed to the enrolling in a Gardner Institute coach training course.
  - *If you are new to coaching* and do plan to take the *Mindset* course after you complete Core, see below for the *Mindset* prerequisites.
  - *If you already have an ICF credential*, you do not need the Core course and you may **begin** with the *Mindset for Success* course. See below for the *Mindset* prerequisites.
2. Applicants must submit the Gardner Institute Coach Training Application, resume and two letters of recommendation – prior to the posted deadline for consideration into the program.

Exceptions to these prerequisites are considered on a case-by-case basis.

### Mindset for Success Coach Training Prerequisites:

1. The Gardner Institute trains coaches for licensure who are committed to their own personal growth, based on the premise that individuals first must be willing to work on themselves before earning the right to coach others. In order to foster this mindset and to become a licensed *Mindset for Success* coach, each applicant for the *Mindset* course is required to complete (or be in the process of completing\*) the *Mindset for Success* program (The Dialogues) with a Gardner Institute licensed coach prior to beginning the *Mindset* portion of their coach training.

\*Applicants for the *Mindset* course must have *completed the personal retreat* that is part of The Dialogues process, prior to the start of *Mindset* course, and they must continue to make steady process with their work in The Dialogues. A written recommendation from their coach is required.
2. Applicants must have completed the Gardner Institute Core Coach Training course or hold an ICF credential. Applicants enrolled in or who have successfully completed the Gardner Institute Core course are given first consideration for seats in the *Mindset* course.
3. Applicants must submit the Gardner Institute Coach Training Application, resume, two letters of recommendation, as well as proof of their ICF credential, if applicable, prior to the posted deadline for consideration into the program.

Exceptions to these prerequisites are considered on a case-by-case basis.

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## Course and Class Descriptions and Objectives

The Gardner Institute Coach Training Program is organized into two courses, Core Coach Training and *Mindset for Success* Coach Training.

### Core Coach Training

This course is an extensive professional development experience that prepares the participant for success in the fast emerging coaching profession. The course teaches a practical set of coaching concepts, tools and techniques, with strong emphasis on the International Coach Federation (ICF) Code of Ethics and Core Competencies. The 60 hours are accepted as Approved Coach Specific Training Hours (ACSTH) by ICF for credential requirements.

The course consists of four classes:

Introduction to Coaching – This class provides an overview of the coaching profession and how it has evolved. It introduces beginning level coaching skills and ICF guidelines and standards. The primary focus is on setting the coaching foundation, co-creating the coaching relationship, basic communication skills, goal setting, and engaging and focusing the client. Teaching is didactic as well as experiential. Each participant will experience the role of coach as well as observe actual coaching demonstrations conducted by the trainers.

Objectives: At the end of this class, participants will be able to articulate and demonstrate a *talking knowledge* of the coaching profession, ICF Code of Ethics, ICF Core Competencies, and use of various coaching tools and methods, and clarify their vision of themselves as a coach.

Coaching Ethics – This class is a study of the ICF Code of Ethics, with in-depth discussion of each part, along with role plays. Teaching is didactic as well as experiential. Each participant will experience the role of coach, with feedback from peers and instructors.

Objectives: At the end of this class, participants will be able to articulate and demonstrate *comprehension* of the ICF Code of Ethics and how to effectively apply them appropriately in a variety of coaching situations.

Core Coaching Practice – This class provides in-depth study of each of the ICF Core Competencies and how to apply them in a variety of “real world” coaching situations. Each participant will experience the role of coach. They will receive feedback, ideas, encouragement and suggestions from their colleagues and the instructors. They will be taught how to establish a coaching agreement, create action, facilitate results, and manage accountability and progress.

Objectives: At the end of this class, participants will be able to articulate and demonstrate *comprehension* of the ICF Core Competencies and how to effectively apply them appropriately in a variety of coaching situations.

Marketing Your Coaching Business – This class addresses various marketing and administrative business practices used in a coaching business, to prepare the participants for attracting clients and starting their coaching business.

Objectives: At the end of this class, participants will be able to effectively (1) define their niche and develop and present their “elevator speech” to attract clients, (2) develop plans to market and manage their coaching business, and (3) establish a coaching relationship with paying clients, demonstrating adherence to ICF Code of Ethics and Core Competencies.

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## *Mindset for Success Coach Training*

This course provides advanced-level professional development for coaches. *Mindset for Success* is noted in the coaching world for its vertically deep impact on the client. It is based on the latest neuroscience research. Participants will learn to integrate this proprietary coaching model, developed by Dr. Jayne Gardner, with the ICF Core Competencies, to coach their clients to attain the highest levels of success in their professional and personal lives. Successful completion of the course leads to licensure as a Mindset Coach. The 42 hours are accepted as Approved Coach Specific Training Hours (ACSTH) by ICF for credential requirements.

The course consists of an onsite workshop with follow-up teleclasses:

*Mindset for Success Retreat Practicum* – The workshop provides an in-depth study of how to coach each of the 12 *Mindset for Success* Dialogues, integrated with the ICF Core Competencies. It is an advanced-level forum, with hands-on, comprehensive study and practice of coaching the *Mindset for Success* Dialogues process. It includes role plays and discussion, combined with continued focus on the ICF Core Competencies.

Objectives: At the end of this course, participants will be able to demonstrate mastery of the *Mindset for Success* coaching model, including a unique and practical set of coaching concepts, tools and techniques, integrated with the ICF Core Competencies.