

NASA/GODDARD

announces

Coach Development Call 2009



1. Announcement, Selection Process, Schedule
2. Candidate Application
3. Memorandum of Agreement
4. International Coach Federation Accredited Schools
5. International Coach Federation Ethics

SUBMISSION DEADLINE: 12 p.m., May 28, 2009

April 22, 2009

TO: Employees Grades 13 and Above

FROM: 111/Organizational Leadership and Culture Office

SUBJECT: Fiscal Year 2009 Call for New Coaches

NASA is committed to creating a coaching culture to address individual and organizational change, improve performance, and accelerate leadership development to meet the current and future needs of the Agency. In support of this commitment, we are building an internal coaching capacity of certified coaches and invite you to apply to join this cadre of Goddard employees.

To continue to building this capacity, we are seeking to develop 5 or 6 new coaches in the coming fiscal year. The purpose of this announcement is to seek applications to become a trained and certified coach. To qualify, applicants must be at the GS-13 level and above and must submit a complete Application Package (original plus 5 copies), as defined below, by **noon on Thursday, May 28th, to Building 1, Room 105, Attn: Willa Gaitanis, Goddard Coaching Program Manager.**

Minimum Qualifications and Selection Criteria: The Coach Selection Panel will review and rank the applications received by the deadline stated above to establish the competitive range. All candidates meeting the following minimum qualifications will be ranked within the preliminary competitive range and will be eligible to participate in the face-to-face interviews. The selection criteria on the next page will be used to make the final decisions.

Minimum Qualifications: Candidates must:

- Have been performing at the GS-13 grade level *for at least 1 year prior to date of the application;*
- Have a minimum rating of “fully successful” in their current position for the last performance period;
- Provide a complete Application Package consisting of:
 - A Coach Candidate Application;
 - A completed Memorandum of Agreement between the candidate and his/her supervisor, and
 - A minimum of two recommendations from people who know you and your abilities/work on the prescribed forms;
- For candidates located at Goddard’s Greenbelt location, submit the completed/signed application package (original plus 5 copies) by **noon on May 28th, to Building 1, Room 105**, Attn: Willa Gaitanis. For candidates at Goddard’s remote locations, fax the completed/signed application package (copies will be made for you) to 301-286-0205.

Selection Criteria: We seek a diverse group of candidates who:

- Possess the prerequisite skills, competencies and demonstrated ability to benefit from coaching development. Examples of these skills and competencies are, but not limited to, the ability to enter into and maintain trusting relationships, to be self aware, to have personal

- integrity, to be open to learning, to give and receive constructive feedback, and the ability to communicate effectively and clearly about sensitive and challenging issues (30 points);
- Demonstrate a strong commitment to undergo the rigorous personal development required to become a certified coach. Basic coach training lasts approximately 1 year. Certification from a coach training program accredited by the International Coach Federation (ICF) and ICF certification are required to coach. (15 points) An example of this commitment is the willingness and ability not to only successfully complete the basic ICF accredited training but to also:
 - Meet the ICF requirements of 100 hours of coaching for the first level of ICF certification,
 - Submit a successful ICF application, and
 - Achieve the first level of certification in a timely fashion as well as maintain current all subsequent ICF certifications.
 - Are committed to provide coaching services following coach development and certification. (The coaching workload is estimated to be up to 15% of a normal 40-hour work week and will include coaching, as well as program/administrative work) (15 points);
 - Demonstrate an understanding of what coaching is and what the benefits , they, the client, and NASA will receive (10 points);
 - Have a compelling reason for becoming a coach and are able to effectively and persuasively articulate it (15 points);
 - Have a demonstrated ability to embrace, respect, and support diversity and create an inclusive organization (15 points).

Coach Selection Process and Schedule:

- To learn more about becoming a NASA coach, the application process, the training, certification, etc., there will be two opportunities to ask questions of current Goddard coaches at the **Candidate Orientation Sessions**. These sessions will be held in **Building 1 Training Facility** on **April 28th from 1 p.m. to 3 p.m., Room E100D** and/or on **May 7th from 11 a.m. to 12 noon, Room E100B**. Attendance is *optional* at the orientation sessions and no pre-registration is required. (Potential candidates unable to attend in person may dial the instant meeting number, 866-805-3555, to participate by phone. After dialing follow the prompts and enter the password, 1887450#;
- Employees interested in becoming a certified NASA/Goddard Coach are required to complete and submit one signed original plus five hard copies of the completed Application Package to the Goddard Coaching Program Manager, **Building 1, Room 105**, no later than **May 28th at 12:00 noon**. For candidates at Goddard's remote locations, fax the completed/signed application package (copies will be made for you) to 301-286-0205.
- The Coach Selection Panel will review and rank all nominations to determine the preliminary competitive range. The Panel is chaired by the Goddard Coaching Lead, and includes other coaches as well as other NASA employees.
- All candidates who meet the minimum selection criteria will be interviewed in a group setting by the CSP. Specific dates and times for the interviews will be coordinated with the individual candidates within the preliminary competitive range for the final selection phase.
- Candidates will be notified of their selection status during the **week of June 22nd** which will be based on the selection criteria above along with the candidate's readiness for coach development, the strength of the group interview, and their personal references.

To Apply: If you are interested, please visit the OHCM Hot Topics website at: <http://ohcm.gsfc/Hot/home.htm> for your complete information package *and* fillable MSWord application. Submit your completed original application package, along with 5 copies to the **Goddard Coaching Program Manager, Building 1, Room 105**, no later than **May 28th at 12:00 noon**. For candidates at Goddard's remote locations, fax the completed/signed application package (copies will be made for you) to 301-286-0205.

If you have any questions, please contact the Goddard Coaching Program Manager, Willa Gaitanis, 301-286-3092, or Karen Weaver, 301-286-0034.

cc: Directorate Administrative Officer
Directorate Training Coordinators



National
Aeronautics and
Space
Administration

Goddard Space Flight Center: Call for Coach Development Candidate Application

Instructions:

- ◆ Greenbelt employees: Submit completed/signed original Candidate Application including the executed Supervisor's Memorandum of Agreement along with 5 copies to building 1, room 105, attn Willa Gaitanis
- ◆ All other employees: Fax completed/signed Candidate Application Package including the executed Supervisor's Memorandum of Agreement to the attention of Willa Gaitanis; Fax number 301-286-0205

Deadline for submission: 12:00 Noon on May 28, 2009

Application Guidelines:

SECTION I – APPLICANT BACKGROUND INFORMATION

1. APPLICANT'S NAME (<i>Last, First, Middle Initial, Suffix</i>)	2. E-MAIL ADDRESS	3. OFFICE TELEPHONE #	
4. ORGANIZATIONAL MAILING ADDRESS (<i>include Mail Stop/Suite</i>)	5. FAX NUMBER	6. PAY PLAN/SERIES/ GRADE	
7. POSITION TITLE	8. NO. OF DIRECT REPORTS (INDIVIDUALS WITH WHOM YOU FORMULATE AND SIGN PERFORMANCE PLANS/APPRAISALS)	9. LENGTH OF SERVICE (<i>Years</i>)	
		A. NASA	B. FED GOV'T
10. SUPERVISOR'S NAME AND POSITION TITLE	SUPERVISOR'S PHONE NUMBER	SUPERVISOR'S FAX NUMBER	

SECTION II – DEVELOPMENTAL READINESS

13. EDUCATION (*Colleges and universities attended listed most recent first*)

INSTITUTION	DISCIPLINE	DEGREE	YEAR

14. OTHER TRAINING AND/OR DEVELOPMENT SPECIFICALLY RELEVANT TO COACHING, LEADERSHIP, PERSONAL, OR ORGANIZATION DEVELOPMENT (*Relevant formal or informal training or development activities, including Center or Agency-wide development listed most recent first*)

TITLE OF COURSE/PROGRAM	NAME OF ORGANIZATION CONDUCTING TRAINING	DATE ATTENDED	COURSE LENGTH

Section II – DEVELOPMENTAL READINESS (Continued)

15. EMPLOYMENT HISTORY FOR PAST 10 YEARS listed most recent first

DATES	EMPLOYING ORGANIZATION/LOCATION	POSITION TITLE	GRADE(S)

16. SIGNIFICANT RECOGNITION/EXPERIENCE/ACHIEVEMENTS (e.g., leadership positions, awards, or other forms of recognition received. Identify if Agency, Center, or external recognition)

17. DESCRIBE WHAT COACHING MEANS TO YOU AND THE BENEFITS THAT COACHING OFFERS NASA. PLEASE FEEL FREE TO INCLUDE EXAMPLES FROM ANY COACHING THAT YOU MAY HAVE RECEIVED.

18. WHAT MOTIVATES YOU TO BECOME A COACH?

19. WHAT EXPERIENCES UNIQUELY PREPARE YOU FOR BECOMING A COACH?

20. DESIRED COACH TRAINING PROGRAM:

- ◆ NAME AND CONTACT INFORMATION AT SCHOOL
- ◆ PRICE INCLUDING ANY CERTIFICATION FEES: \$
- ◆ PROGRAM DESCRIPTION INCLUDING LOCATION AND START AND END DATES
- ◆ HOW WILL YOU PAY FOR TRAVEL EXPENSES?

21. NAMES AND CONTACT INFORMATION TWO REFERENCES THAT WE MAY CONTACT TO DISCUSS YOUR APPLICATION

Memorandum of Agreement

TO: Candidates for Coach Development and their Supervisors

FROM: GSFC Coaching Program

SUBJECT: GSFC Coaching Program Memorandum of Agreement (MOA)

1. Development: The Goddard Coaching Program is developing 5 to 6 new coaches in FY09. This Program has its roots in NASA's Agency Coaching Program and mirrors similar efforts at other NASA Centers. The Agency Coaching Program consists of coaches hired from both outside NASA as well as developed inside. Regardless of the origin of the coach, the purpose of NASA's Coaching Program is to accelerate leadership development and prepare today's leaders to meet tomorrow's challenges.

2. Prerequisites: For consideration to become a member of the Goddard Coaching Program and to receive funding for coach development is a letter, signed by the applicant's supervisor and the applicant, which states at a minimum the following:

- In return for funding and professional support to pursue certification and work as a NASA coach, we agree to put forth a good faith effort to support the Goddard/Agency Coaching Program during employment at NASA by:
 - Applying for and receiving coach certification from a coach training program accredited by the International Coaching Federation (ICF). (The Goddard Coaching Program will pay for both the foundational training and the certification process.
 - Applying for and receiving the Associate Coaching Certification (ACC). Maintaining the ICF coach certification current by 1) keeping current with ICF continuing education credits for the specific level of certification involved, and by 2) coaching a minimum of 750 hours at NASA in the first 4 years as substantiated by the coaches' log (in ICF format), and 3) by successfully applying to and receiving from the ICF the Professional Certified Coach (PCC) certification at the end of the 4 year period. Thereafter continue to coach at this same rate in pursuit of the Master Certified Coach (MCC).
 - Staying current with training and development needs. Training required to keep certifications current will be the responsibility of the coach and immediate supervisor.
 - Becoming a member coach of the Goddard Coaching Program which will require:
 - Agreement to receive coaching clients through the Goddard/Agency Coaching Program process and coach employees as mutually agreed to by coaching client and coach.

Memorandum of Agreement

- Coordination of coaching clients with and input to Goddard's Coaching Program in accordance with the policies of the Goddard/Agency Coaching Program. This involves but is not limited to completing client agreements, providing assessments for and with employees, and participating in program reporting and information gathering for submission to the Goddard Coaching Program Lead and ultimately for submission to the Agency Coaching Program to measure impact and other factors.
- Adequate space in which to coach. ("Adequate" is defined as a safe/secure place in which to have important conversations without interruptions or infringement of privacy. The space must be conducive to providing a positive atmosphere for the coaching to take place.)
- Participation in coordination meetings, supporting coaching activities and events, and otherwise working to improve the Goddard/NASA coaching program in addition to coaching employees.
- Participating in the Agency/Goddard Coaching Program by providing a minimum of 10% but not to exceed 15% of time to the above endeavors.
- Agreeing to provide funds for travel to attend training and any continuing coach education required for future certifications beyond the basic certification which will be paid for by the Goddard Coaching Program.
- Agreeing to pursue approval of this coaching agreement with any/all subsequent supervisors at NASA.

Supervisor's Name: _____ Code: _____ Phone: _____

Supervisor Signature: _____ Date: _____

Applicant's Name: _____ Code: _____ Phone: _____

Applicant's Signature: _____ Date: _____

Program Lead Name: Willa C. Gaitanis Code: 111 Phone: 301-286-3092

Program Lead Signature: _____ Date: _____

Part One: Definition of Coaching

Section 1: Definitions

- **Coaching:** Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.
- **A professional coaching relationship:** A professional coaching relationship exists when coaching includes a business agreement or contract that defines the responsibilities of each party.
- **An ICF Professional Coach:** An ICF Professional Coach also agrees to practice the ICF Professional Core Competencies and pledges accountability to the ICF Code of Ethics.

In order to clarify roles in the coaching relationship, it is often necessary to distinguish between the client and the sponsor. In most cases, the client and sponsor are the same person and therefore jointly referred to as the client. For purposes of identification, however, the International Coach Federation defines these roles as follows:

- **Client:** The "client" is the person(s) being coached.
- **Sponsor:** The "sponsor" is the entity (including its representatives) paying for and/or arranging for coaching services to be provided.

In all cases, coaching engagement contracts or agreements should clearly establish the rights, roles, and responsibilities for both the client and sponsor if they are not the same persons.

Part Two: The ICF Standards of Ethical Conduct

Preamble: ICF Professional Coaches aspire to conduct themselves in a manner that reflects positively upon the coaching profession; are respectful of different approaches to coaching; and recognize that they are also bound by applicable laws and regulations.

Section 1: Professional Conduct At Large

As a coach:

- 1) I will not knowingly make any public statement that is untrue or misleading about what I offer as a coach, or make false claims in any written documents relating to the coaching profession or my credentials or the ICF.
- 2) I will accurately identify my coaching qualifications, expertise, experience, certifications and ICF Credentials.

- 3) I will recognize and honor the efforts and contributions of others and not misrepresent them as my own. I understand that violating this standard may leave me subject to legal remedy by a third party.
- 4) I will, at all times, strive to recognize personal issues that may impair, conflict, or interfere with my coaching performance or my professional coaching relationships. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s).
- 5) I will conduct myself in accordance with the ICF Code of Ethics in all coach training, coach mentoring, and coach supervisory activities.
- 6) I will conduct and report research with competence, honesty, and within recognized scientific standards and applicable subject guidelines. My research will be carried out with the necessary consent and approval of those involved, and with an approach that will protect participants from any potential harm. All research efforts will be performed in a manner that complies with all the applicable laws of the country in which the research is conducted.
- 7) I will maintain, store, and dispose of any records created during my coaching business in a manner that promotes confidentiality, security, and privacy, and complies with any applicable laws and agreements
- 8) I will use ICF member contact information (e-mail addresses, telephone numbers, etc.) only in the manner and to the extent authorized by the ICF.

Section 2: Conflicts of Interest

As a coach:

- 9) I will seek to avoid conflicts of interest and potential conflicts of interest and openly disclose any such conflicts. I will offer to remove myself when such a conflict arises.
- 10) I will disclose to my client and his or her sponsor all anticipated compensation from third parties that I may pay or receive for referrals of that client.
- 11) I will only barter for services, goods or other non-monetary remuneration when it will not impair the coaching relationship.
- 12) I will not knowingly take any personal, professional, or monetary advantage or benefit of the coach-client relationship, except by a form of compensation as agreed in the agreement or contract.

Section 3: Professional Conduct with Clients

As a coach:

13) I will not knowingly mislead or make false claims about what my client or sponsor will receive from the coaching process or from me as the coach.

14) I will not give my prospective clients or sponsors information or advice I know or believe to be misleading or false.

15) I will have clear agreements or contracts with my clients and sponsor(s). I will honor all agreements or contracts made in the context of professional coaching relationships.

16) I will carefully explain and strive to ensure that, prior to or at the initial meeting, my coaching client and sponsor(s) understand the nature of coaching, the nature and limits of confidentiality, financial arrangements, and any other terms of the coaching agreement or contract.

17) I will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact I may have with my clients or sponsors.

18) I will not become sexually intimate with any of my current clients or sponsors.

19) I will respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement or contract. I will be alert to indications that the client is no longer benefiting from our coaching relationship.

20) I will encourage the client or sponsor to make a change if I believe the client or sponsor would be better served by another coach or by another resource.

21) I will suggest my client seek the services of other professionals when deemed necessary or appropriate.

Section 4: Confidentiality/Privacy

As a coach:

22) I will maintain the strictest levels of confidentiality with all client and sponsor information. I will have a clear agreement or contract before releasing information to another person, unless required by law.

23) I will have a clear agreement upon how coaching information will be exchanged among coach, client, and sponsor.

24) When acting as a trainer of student coaches, I will clarify confidentiality policies with the students.

25) I will have associated coaches and other persons whom I manage in service of my clients and their sponsors in a paid or volunteer capacity make clear agreements or contracts to adhere to the ICF Code of Ethics Part 2, Section 4: Confidentiality/Privacy standards and the entire ICF Code of Ethics to the extent applicable.

Part Three: The ICF Pledge of Ethics

As an ICF Professional Coach, I acknowledge and agree to honor my ethical and legal obligations to my coaching clients and sponsors, colleagues, and to the public at large. I pledge to comply with the ICF Code of Ethics, and to practice these standards with those whom I coach.

If I breach this Pledge of Ethics or any part of the ICF Code of Ethics, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that my accountability to the ICF for any breach may include sanctions, such as loss of my ICF membership and/or my ICF Credentials.

Approved by the Ethics and Standards Committee on October 30, 2008.

Approved by the ICF Board of Directors on December 18, 2008.

Coach Training Programs Accredited by the
International Coach Federation (ICF)

	A	B	C	D	E	F	G
1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	Program Name	Web Site	City	State	Country	Courses Outside of Home
2	Academy for Coach Training aka inviteCHANGE	Certification Program	www.invitechange.com	Edmonds	WA	USA	The Academy (part of the inviteCHANGE organization) is headquartered just north of Seattle Washington. The CPC program is also offered in other major cities - check the website for schedules.
3	Academy for Coaching Excellence	Coach Training Program	www.academyforcoachingexcellence.com	Sacramento	CA	USA	Yes
4	Academy of Executive Coaching	Advanced Executive Coaching	www.AcademyofExecutiveCoaching.com	St Albans		UK	Yes, in addition to our London-based flagship programme: Milan in 2006-07. Prague in 2007-08.
5	Accomplishment Coaching	The Coaches' Training Program	www.accomplishmentcoaching.com	San Diego	CA	USA	Chicago, New York, Seattle, San Diego
6	Adler International Learning, Inc.	Adler Professional Coaching Certificate	www.adlerlearning.com	Toronto	ON	Canada	Classes are offered in Toronto and Phoenix, Arizona with follow-up support by telephone, teleclass and email.
7	Breakthrough Enterprises	Dave Ellis Leadership Coach Training	www.fallingawake.com	Rapid City	SD	USA	Yes. Two of our four 3-day workshops are available on videotape or DVD. The teleclasses, mentoring, and coaching aspects of the training are on the phone. Falling Awake: creating the life of your dreams is a workshop in book format. Life Coaching: a career for helping professionals outlines the Falling Awake approach to Life Coaching, the business of helping people discover their passion and unleash their brilliance.
8	Coach 21 Inc.	Coach Training Program	www.coach.co.jp	Tokyo		Japan	Yes. We provide virtual training and onsite workshops in Osaka area.
9	Coach for Life	Certified Life Coach (CLC) Program	www.coachforlife.com	La Mesa	CA	USA	Yes, currently being offered in San Diego, CA.

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1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	Program Name	Web Site	City	State	Country	Courses Outside of Home
10	Coach for Life	Master Certified Life Coach (MCLC) Program	www.coachforlife.com	La Mesa	CA	USA	Yes, currently being offered in San Diego, CA.
11	Coach U	Certified CoachU Graduate	www.coachu.com	Steamboat Springs	CO	USA	Since we use "bridge technology," we are conducting over 500 hours of training per month, reaching people in over 36 countries around the world. Students begin with basic coaching skills, using role-plays combined with student interaction, lead by skilled and experienced ICF certified Faculty who are already successful coaches. Students then advance to deeper subjects including over 40 hours devoted to practice development.
12	Coaches Training Institute (CTI)	Co-Active Coach Training Program	www.thecoaches.com	San Rafael	CA	USA	Yes. We offer classes in major metropolitan areas throughout the US, Canada, Europe, Asia, Africa, Australia, and the Middle East. For a complete list of course locations please go to: http://www.thecoaches.com/info/contact.html .
13	Coaching Corporation Desarrollo Humano S.L.	Advanced Certified Professional & Executive Coach	www.coachingcorporation.com	Barcelona		Spain	
14	Coaching de Gestion Inc.	Programme d'Entraînement au Coaching Professionnel	www.coaching.qc.ca	Gatineau	QC	Canada	Nous sommes une école virtuelle offrant nos programmes par télé-classes aux francophones de tous les pays. De plus, notre Programme de communication avancée en management peut être offert en entreprise.
15	Coaching Development Ltd.	Diploma in Coaching	www.coachingdevelopment.com	Kingston-upon-Thames	Surrey	UK	Coaching Development currently runs programmes in London, Ireland, and Cape Town, South Africa but will consider training in other locations upon request.
16	Coaching Hall International	Programa de Desarrollo de Habilidades de Coaching - PDHC	www.coachinghallinternational.com	Bogotá		Colombia	NA
17	CoachVille LLC	Center for Coaching Mastery	www.centerforcoachingmastery.com	Hopatcong	NJ	USA	N/A

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1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	Program Name	Web Site	City	State	Country	Courses Outside of Home
18	CoachVille LLC	Graduate School of Coaching	www.coachville.com	Hopatcong	NJ	USA	N/A
19	Co-Creative Alliance	Coaching for Leadership Certification Program	www.cocreativealliance.com			USA	Yes, we offer courses in Europe and the UK, US and Canada. Courses are currently only offered in English.
20	College of Executive Coaching	Certified Personal and Executive Coach	www.executivecoachcollege.com	Ventura	CA	USA	Yes
21	Corporate Coach U International (CCUI)	Corporate CoachU Certified Graduate Program (CCUCG)	www.ccu.com			USA	Since we use "bridge technology" we are conducting over 500 hours of training per month, reaching people in over 36 countries around the world. Students begin with basic coaching skills, using role-plays combined with student interaction, lead by skilled and experienced ICF certified Faculty who are already successful coaches. Students then advance to deeper subjects including over 40 hours devoted to practice development.
22	Corporate Coach U Italia	Comprehensive Professional Program in Life and Business Coaching	www.coachuitalia.com	Milano		Italy	We have two headquarters, Milan and Rome. But the courses can be led in all part/town of Italy.
23	Corporate Coach U Italia	Corporate Coaching Program	www.coachuitalia.com	Milano		Italy	We have two headquarters, Milan and Rome. But the courses can be led in all part/town of Italy.
24	Creative Consciousness International	Diploma - Professional Consciousness Coaching	www.cci-coachingacademy.com	Cape Town		South Africa	Yes, nationwide in South Africa: Cape Town and Johannesburg (Durban and Bloemfontein open soon). CCI's coach training program was available in the German language from 1997-2004 in Germany and Spain and is planned to re-launch in those countries in 2009.
25	Erickson College	The Art and Science of Coaching	www.ericksoncollege.com	Vancouver	BC	Canada	Erickson International is a world wide coaching organization. We offer a full slate of courses in major centers in Canada, US, Norway, Russia, England, Ukraine, and Australia.

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1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	Program Name	Web Site	City	State	Country	Courses Outside of Home
26	Escuela Europea de Coaching	Programa de Certificación en Coaching	www.escuelacoaching.com	Madrid		Spain	Yes. We offer courses in Madrid and Barcelona. Customized courses at other locations could be considered upon the number of students and availability dates. Si. Impartimos cursos en Madrid y Barcelona. Podemos considerar cursos específicos en otros lugares atendiendo al número de alumnos y la disponibilidad de fechas
27	Fielding Graduate University	Evidence Based Coaching Certificate Program	www.fielding.edu	Santa Barbara	CA	USA	Yes, academic courses offered online.
28	FUTURE Training Consulting & Coaching	FUTURE-Coach-Training & FUTURE-Core-Coach-Training	www.future.at	Baumkirchen		Austria	Yes
29	Georgetown University Center for Continuing and Professional Education	Leadership Coaching Certificate Program	http://www12.georgetown.edu/scs/ccpe/ccpe_cert_coaching.html	Washington	DC	USA	No
30	Gestalt Center for Organization and Systems Development (GestaltOSD)	International Gestalt Coaching Program	www.gestaltosd.org	Mentor	OH	USA	Trainings also available in Istanbul, Toronto, Israel
31	Grow2	CPC Program	www.grow2.dk	Ryomgaard		Denmark	Uddannelserne afholdes i Århus og København. De afholdes også som inhouse uddannelser ligesom vi udbyder vores uddannelser i andre nordiske lande. □ The Training is offered in Aarhus and Copenhagen. The program can be done as an in-house training and in other Nordic Countries. Please contact us for information at http://www.grow2.dk .
32	Hudson Institute	Coach Certification Program	www.hudsoninstitute.com	Santa Barbara	CA	USA	Yes
33	IDC, Institut de Coaching	Formation Professionnelle en Coaching	www.idc-coaching.com	Geneva		Switzerland	Yes, in France, where our "Summer University" takes place each year

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1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	<p style="text-align: center;">Program Name</p>	<p style="text-align: center;">Web Site</p>	<p style="text-align: center;">City</p>	<p style="text-align: center;">State</p>	<p style="text-align: center;">Country</p>	<p style="text-align: center;">Courses Outside of Home</p>
34	Institute for Life Coach Training	Life Coach Certification Program	www.lifecoachtraining.com	Fort Collins	CO	USA	Yes. We occasionally offer one-day or one-week seminars outside of Colorado. However, since our classes are offered via the phone, students may take the classes from anywhere.
35	Institute of Executive Coaching	Institute of Executive Coaching Accreditation in Executive Coaching	www.iecoaching.com	Sydney	NSW	Australia	The Institute offers its Accreditation in Executive Coaching in Sydney, Melbourne, Brisbane, Perth and Hong Kong
36	Integral Coaching Canada	Integral Coaching® Certification Program	www.integralcoachingcanada.com	Ottawa	ON	Canada	At the present time, our primary public offerings occur in Ottawa, Canada. We are currently expanding to other Canadian cities and countries; interested people can contact us for further details.
37	Integrated Coaching Institute	Coaching Integrado	www.coachingintegrado.com.br , www.ici-coaching.com	São Paulo		Brazil	Our courses are offered in three major Brazilian cities. All courses are in Portuguese.
38	International Coach Academy	Professional Certified Coach program	www.icoachacademy.com	Melbourne		Australia	We are a truly international training school. With partnerships in several countries and actual training in over 40 countries. Our most recent country was the Trinidad. See our website for a full list of countries. Train anytime, from anywhere in the world.
39	International MOZAIK l'ecole du devenir	Formation Au Metier de Coach	www.mozaik.fr	Paris		France	Yes Quebec, Canada, Marseille & Lille, France, Brussel, Belgium, and Genève, Switzerland
40	International Teaching Seminars (ITS)	European Coaching Certification Programme	www.itsnlp.com	Rayleigh		UK	For over 15 years, International Teaching Seminars (ITS) has been one of Europe's premier training institutes offering programs in a variety of locations. Now ITS has become the first ICF approved training organization based in Europe. At present, this course is offered only in London, UK.
41	iPEC Coaching	Coaching Certification Program	www.iPECcoaching.com	Shrewsbury	NJ	USA	Our headquarters is located in Manasquan, New Jersey, and we offer our "Coaching Certification Program" as well as additional seminars and workshops in: Los Angeles and San Francisco, CA; Tampa Bay, FL; Chicago, IL; Boston, MA; Washington, DC; Edison, NJ; New York, NY; Rhode Island, Maine, and Hawaii.
42	Manning Inspire	Manning Inspire Coach Training	www.ManningInspire.com	Charlottenlund		Denmark	Yes. Call for availability in your country.

Coach Training Programs Accredited by the
International Coach Federation (ICF)

	A	B	C	D	E	F	G
1	<p>Accredited Programs as of 2008; Find currently accredited programs with ICF's "finder" tool before committing. An ICF program finder is available at http://www.coachfederation.org/research-education/coach-training-programs/search-programs/</p>	Program Name	Web Site	City	State	Country	Courses Outside of Home
43	Mentor Coach, LLC	The Mentor Coach, LLC Coach Training Program	www.mentorcoach.com	Bethesda	MD	USA	Yes. Our classes are taught by teleconference (by telephone), so anyone, anywhere with a phone can be a student. We train helping professionals throughout North America and internationally.
44	New Ventures West	Professional Coaching Course	www.newventureswest.com	San Francisco	CA	USA	We offer this program in San Francisco, Boston, and Chicago. We offer the prerequisite class, Coaching to Excellence, in these cities plus Seattle, Los Angeles, and Denver.
45	Newfield Network	Newfield's Certified Coach Training Program	www.newfieldnetwork.com	Boulder	CO	USA	Participants meet 5 times as a group in a conference setting in various locations within the U.S. Conferences are in-residence so travel is required to attend the program.
46	OLACOACH, INSTITUTO INTERNACIONAL	Principios del Coaching + Programa Avanzado + Programa Certificación OlaCoach	www.olacoach.com	Madrid		Spain	Si. Ofrecemos en diferentes puntos de España, en Colombia y pronto en México.
47	Results Coaching Systems	Results ACTP Pathway	www.resultscoaches.com	Sydney	NSW	Australia	Results has regional operations running programs in the US, UK, South Africa, Australia and New Zealand. From there we are training coaches in over 15 countries.
48	Royal Roads University	Graduate Certificate in Executive Coaching	www.royalroads.ca/calm	Victoria	BC	Canada	Yes, upon request.
49	SECA	SECA Corporate Coach Certification Program	www.seca-1.com	Atlanta	GA	USA	Yes, upon request. SECA has qualified associates throughout the U.S., so we are able to respond to requests for courses in other geographic areas.
50	Success Unlimited Network (SUN)	SUN Coach Training and Certification Program	www.successunlimitednetwork.com	Reston	VA	USA	Yes, all over the world.
51	The Coaching Company	Master of Coaching Based Leadership	www.tcc.dk	Humblebaek		Denmark	

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52	The Life Coaching Academy	Certificate IV in Life Coaching	www.lifecoachingacademy.com.au	Bundall	Qld	Australia	Yes. Both life and business coach training programs are also offered in Melbourne, Adelaide, Sydney, Perth and NZ in 2003
53	Trinergy International	Trinergy®-Coach.	www.trinergy.at	Vienna		Austria	Trinergy® International is one of Europe's best visited trainings institutes. Most of our training-moduls take place in Vienna, Austria. Once a year we offer one module abroad at the Mediterranean Sea.
54	U2COACH	Master in Corporate and Business Coaching	www.u2coach.it	Roma		Italy	We offer the program in Italy –Rome and Milan - and special editions in Europe.
55	University of Texas at Dallas	Executive and Professional Coaching Program	http://som.utdallas.edu/coaching	Richardson	TX	USA	100% distance learning using primarily web conferencing with occasional use of tele-conferencing
56	Weiterbildungsforum/SolutionSurfers	Brief Coach Training	www.solutionsurfers.com , www.weiterbildungsforum.ch	Lucerne		Switzerland	