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The SeattleCoach Training & Development Program

General Program, Vision and Goals

Our program focuses equally on two core elements that are crucial to solid leadership as a coach:

- The essential skills that are the tools to learn, practice, refine and to then personalize.
- The essential presence that flows from a leader/coach's awareness of their own style, niche and specialty.

During an initial interview, we ask participants to clarify their goals in professional coach training. Whether those goals are for application within an existing company or role, or as an entrepreneurial coach, our track record shows that our coaches are well-prepared for examination and credentialing by the International Coach Federation (ICF).

We are interviewing now for new Cohorts. [Be in touch](#) and we'll get right back to you to set up an interview.

History and Content of the Program

Through thirty-five years as a master coach, entrepreneur, licensed marriage and family therapist and campus minister, Patricia Burgin is a recognized expert in bringing together and facilitating motivated groups and teams. She thinks groups are magic. After practicing full-time as a coach for several years and becoming credentialed by the ICF, she was receiving a steady stream of requests from mid-career professions to offer professional coach training and development. In the spring of 2008, she broadcast an invitation to several of her favorite leaders to come explore the idea and, finding significant enthusiasm, she designed the foundational Modules of the Program.

- **Module I**, *"The Coaching Alliance: Process, Change and Key Skills,"* and
- **Module II**, *"Personal Presence and the Core Competencies of Coaching."*

These first two Modules are taught primarily by [SeattleCoach faculty](#) (with Patty parachuting in occasionally to socialize and do demos) and consist of 75 hours of coach-specific training. As they complete our foundational training, participants fulfill the requirements (and are solidly prepared to apply) for the ICF's first level of credentialing ([ACC](#)). Following completion of our foundational training, SeattleCoaches are invited to continue their development with us in the advanced content of . . .

- **Module III**, *"Moving Towards Mastery/Working with Groups and Teams."*

This Module is taught by [Patricia Burgin](#) and is geared towards higher levels of ICF credentialing (Professional Certified Coach and Master Certified Coach).

The first training group (we call them Cohorts) launched in the spring of 2008, and has been followed by thirty more. New Cohorts now launch several times a year.

[Click here for our ICF "Program Details."](#)

Patty Talks About the Three-fold and Pragmatic Philosophy of the SeattleCoach Approach:

"From the beginning of SeattleCoach I've aimed for far more than coach training. Believing that professional coaching is a leadership movement, I've designed our program to deepen the personal style and presence along with the coaching mindset of each of our coaches. That means that in addition to teaching the essential skills and core competencies of professional coaching, our development of coaches rests on three components.

1. *“Before I become a coach, I practiced for years as a licensed marriage and family therapist and became increasingly interested in the overlap of my work with the field of Industrial and Organizational Psychology. In our curriculum you will spot elements of Cognitive Behavioral Therapy, Motivational Interviewing, Appreciative Inquiry and Solution-Focused Brief Therapy. And throughout, you will experience my convictions about Systems Theory and its two foundational components.*
 - *Personal Presence: The key element in any coaching relationship is the differentiated coach’s calm personal authority and openness to using and learning more about themselves and their impact. They are contagious in the best of ways. These are the leaders who can address reality curiously, without placing blame.*
 - *The leader’s ability to become graciously and generously connected: The power of any network is proportional to the quality and quantity of connections between the links--beginning with the differentiated leader.*
2. *“The second component is the emerging field of applied neuroscience: Strengths-based/somatic intelligence and process. Simply put, our human brains learn best and change most positively and sustainably when we are in neurologically safe alliances: Where our voices are heard, and where there is sufficient predictability, autonomy, trust and mutual respect.*
3. *“And third, we trust the eclectic human filters of the seasoned leaders we attract. We pick learners: people who are curious, brave, inclusive and patient with discomfort. Our participant-coaches bring rich backgrounds in a variety of leadership and management approaches. And they apply their learning in a wide array of settings: With executives and teams, as in-house experts and HR professionals, and as external entrepreneurs who specialize in executive, individual, team, wellness, adventure and personal development coaching. Because coaching often connects with one’s sense of purpose, many of our coaches are informed by their personal faith backgrounds in Jewish, Buddhist and Christian spiritualities.*

“In addition, two key factors are unique to the SeattleCoach approach to developing coaches and coaching leaders.

“First is the highly personalized, face-to-face nature of the training. Unlike most coach-training programs, this one meets locally with small Cohorts of carefully selected participants.

“And in addition to our regular Cohort meetings and off-sites, we ask participants to meet for peer-coaching between sessions with members of their Cohorts. Participants learn to coach themselves along the way. And when we’ve concluded, our members continue to [grow together as allies](#) in the Pacific Northwest.”

Intended Participants

The leaders and managers who enter the SeattleCoach Training Program fall into three categories:

- Leaders who come with the support of their companies, groups or congregations with the goal of building a strong coaching culture within their organizations,
- Professionals who want to build their depth of skill as a leader, mentor and manager,
- And entrepreneurial leaders who are building a professional coaching practice.

Pre-requisites

Training with SeattleCoach takes place in stages. Each is highly interactive, building on individual strengths and team learning. As mentioned, we focus on bedrock coaching skills, the realities of human change management and on personal presence. Because of our areas of focus, we ask that applicants to the program bring a minimum of ten years of professional and academic experience. Why ten years? Because we've noticed that after ten years as a professional, most of our participants have experienced one to two major career transitions/changes (through different companies, industries and/or job functions). We believe this tends to build additional wisdom in most people--and we build on that wisdom as each of our members develops as a coach.

We start with an informational interview during which we welcome your questions, find out about your background and goals, and get a general, intuitive sense of your maturity and "fit" for this Program. If green lights ensue for both of us, you will be invited to an orientation meeting and to collaborate on the meeting schedule.

Admission and Expectations

Admission to the Program is by mutual agreement following an initial interview.

Requirements for admission:

1. A minimum of ten years of academic and professional work.
2. A face-to-face interview with a SeattleCoach faculty member.
3. A mutual agreement about fit.

Your availability to your peer coaches and to coming to our times together well-prepared are keys to our success.

In light of that, we ask that all coaches agree to:

1. Treat attendance as a top priority in their schedules and to participate actively in all of our sessions.
2. If a coach-in-training must miss more than a session or two per Module, he or she will be asked to make up the work via individual tutoring with a SeattleCoach faculty member at an additional expense.
3. Following each of our sessions, coaches will receive a “homework” email, and be expected to complete a minimum of one hour per week of peer coaching, and a minimum of a second hour per week of reading, listening and study.
4. And from the beginning of training, coaches are expected to learn and practice the [ICF Code of Ethics](#), [Core Competencies](#) and standards of confidentiality, beginning with the group's process and with their peer coaching.

How We Do Scheduling

Our goal with each SeattleCoach Cohort is to complete both foundational Modules within seven to eight months. Since we meet exclusively in face-to-face Cohorts, we know what a big collaborative commitment this requires.

Here’s how we do it:

1. Once you’ve been accepted into the program, we ask you start reserving your Cohort’s specific meeting times for the full eight to nine months.
2. Then we’ll send out a proposed list of Module I dates (skipping major holidays) and ask you to get back to us with your pre-existing “absolutely-can’t-be-there” dates. We’ll do this again near the start of Module II.
3. Then we do some customizing. If more than one person must be away on a particular date, we may skip that week. If we have to schedule without you, we’ll only do it once per Module.
4. If we find that you have to be away for too many dates, we’ll ask you to consider a different Cohort. (We tend to start two in the Fall and two in the Spring.)
5. Rarely, a participant finds out during Module I that their schedule has changed significantly and that they are unable to continue with their Cohort into Module II. When this happens, we will help the participant to join another Cohort as they enter Module II providing they can do that within twelve months.
6. If it seems wise to cancel a meeting because of conditions of ice and snow, we will send an email to all participants by 10am on the morning of our scheduled session.

Attendance is a big deal, not only for credentialing purposes, but because the Cohort needs you. If, after we’ve collaborated on scheduling, you miss a meeting of your Cohort, we’ll do our best to catch you up, and may suggest a supplementary paid tutoring session to catch you up.

Costs

SeattleCoach is one of a very few internationally credentialed programs to be taught exclusively **face-to-face**: We think it makes for the most effective environment for developing coaches. The only travel expense is Seattle-area traffic.

Through the end of 2019, the combined tuition for Module I and II is \$8000. This includes:

1. Approximately thirty weeks of intensive, face-to-face coach development within a Cohort of carefully selected mid-career professionals.
2. Seventy-five hours of coach-specific training in two Core Modules:
 - a. Module I: *The Coaching Alliance: Process, Change and Key Skills (ACC)*
 - b. Module II: *Personal Presence and the Core Competencies of Coaching (ACC)*
3. Seven hours of group mentor coaching with written feedback. A total of ten hours are required for an ICF Credential. The remaining three are done individually with a mentor coach (see “related costs” below).

4. Weekly real-time practice with peer coaches which will help you to accumulate thirty hours of coaching for your coaching log (a total of 100 hours are required for ACC certification).
5. A minimum of four coaching opportunities observed by a credentialed mentor coach.
6. A hard + digital copy of [The SeattleCoach Playbook: Module I and Module II](#).
7. During the course of Module II, tuition includes office hours before class for processing and review with your faculty members.
8. Solid preparation for the ICF Coach Knowledge Assessment which is required for the ICF's ACC Credential.

One additional text is required for Module II and is not included in the tuition.

Following completion of Modules I and II, coaches are invited to apply for our advanced, year-long [Advanced Module III](#). Through the end of 2019, tuition for Module III is \$2400.00

Payment of Tuition

Each SeattleCoach Cohort is highly customized in scheduling, class composition and materials. And each Cohort has a maximum size of ten coaches. Because of this, we ask that invited participants reserve their spot in Module I prior to our launch. Through the end of 2019, the tuition for Module I is \$3750, payable by check, purchase order or [credit card](#).

Great companies know that they are only as good as their people: that is, people who are ambitious to learn and grow and get promoted on the basis of getting really good at something important. Many of our coaches through the years have asked their companies for—or taken advantage of--tuition reimbursement. If your company is paying for your participation, or for your entire Cohort's, we can set up a purchase order with your invoicing system. Just put us in touch with your sponsor and financial administrator. SeattleCoach is a Microsoft Preferred Vendor (#0001125847).

Following your interview and invitation, you can reserve your place (and be invited to your Cohort's meet-and-greet) with:

- Full payment for Module I of \$3750 (which includes the \$375 non-refundable deposit), or
- A \$375 non-refundable deposit (we'll then charge the balance to your card just prior to the first official meeting (unless you let us know you'd rather bring a check to the first meeting).

For each Cohort, Module II usually begins within a week or two after the close of Module I, and includes seven hours of Group Mentor Coaching (an ICF Credentialing requirement) along with written feedback.

Through the end of 2019, the tuition for Module II is \$4250. [Click here](#) for all of the details and links.

Withdrawals and Refunds

If, within twenty-four hours of the first meeting of Module I, a participant decides to withdraw, SeattleCoach LLC will make a full refund, minus the \$375 deposit. After that, we consider each coach a committed participant and tuition is non-refundable and can't be transferred for use in individual sessions.

Related Costs

Some coaches are not aiming at Certification with the ICF (at least initially). For those who are, these are the additional costs to budget for:

1. In addition to the seven hours of group mentor coaching that are completed in Module II, three more hours must be completed individually with an ICF-credentialed coach prior to applying for certification. These sessions are available from SeattleCoach at a student rate of \$250 per session. And as a member of the [SeattleCoach Network](#), discounted individual coaching and mentor coaching stay available to SeattleCoaches for as long we we're in business.)
2. [ICF Membership](#) (paid directly to the ICF): \$245
3. [Applying for Credentialing](#) (paid directly to the ICF): \$300 for ICF members. \$500 for non-members.

[Click here](#) to review the requirements for initial credentialing with the ICF ("ACC-ACSTH Path").

That's it! As the "small craft brewery" of ICF coach training programs, we pride ourselves in being accessible and responsive. Be in touch any time with further questions.

The small print: *The SeattleCoach Training Program has been approved for a total of **249 hours of Approved Coach Specific Training** by the International Coach Federation (ICF). The Approved Coach Specific Training Hours designation is awarded to programs that follow the ICF Definition of Coaching, Code of Ethics, and Core Competencies, and that meet professional standards for coach training programs established by the ICF.*

Module I and Module II fulfill your foundational 75 hours of coach-specific training. [Click here](#) to review other requirements for initial credentialing.

