

## Advancing Your Coaching Skills (AYCS) Webinar 1 – May 1, 2019



**Carly Anderson, MCC**  
Coach, Mentor Coach,  
Coach Trainer, ICF Assessor

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### THE EXPERIENCE AND MINDSET I DRAW ON

- Lifelong Learner mindset, passion for my profession
- 20 years as Faculty for Coach U training program
- 15 years as ICF MCC credential holder
- 14 years as active ICF Assessor for MCC, PCC and ACC performance evaluations
- PCC Marker trained by ICF in 2014 (Cohort 1, now up to 16)
- Leader of 36 Mentor Coaching Group/Individual Programs (and counting) since 2013
- Thousands of hours of coaching mostly in the corporate and professional arenas (I stopped counting hours in 2005)
- Ongoing student, continually working on my presence, and upgrading my coaching skills
- Bikram Yoga student with regular practice since 2008



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Advancing the professionalism of coaching  
through ICF core competency development



Because Who You Are  
Makes A Difference  
In What You Do



Ten Characteristics  
of MCC Skill Level



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## WEEK ONE - OUTLINE

- What are your desired outcomes and mindset for participating?
- Schedule of Fieldwork, and Forms for CCE's
- Overview of The Target Approach - ICF Core Competencies simplified including distinctions between ACC, PCC and MCC skill level by core competency
- Fieldwork assignment – listen to and review Recording 1

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## WHAT ARE YOUR INTENTIONS AND DESIRED OUTCOMES?

- What do you most want to grow in your coaching skills?
- What do you most want to grow in yourself as a coach?
- What would make this program a Wow! Experience for you?
- What is your mindset approach for your participation?

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## WHAT ARE YOUR INTENTIONS AND DESIRED OUTCOMES?

If you want to, please send your “Advancing Your Coaching Skills pre-Questionnaire” to [advancedcoachingskills@icf-nj.org](mailto:advancedcoachingskills@icf-nj.org)

Please name the file as follows, with your name at front of file name” e.g. [your name] pre-questionnaire.

Example: **Carly Anderson pre-questionnaire**

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## SCHEDULE OF FIELDWORK AND FORMS FOR CCE'S

This table is also available from the Members-only page

| Item  | Start Date | Last Submission Date | CCEs value     |
|---|------------|----------------------|----------------|
| Recording 1 Review Form                               | May 2      | May 22               | 1.5 hours      |
| Recording 2 Review Form                               | May 16     | June 5               | 1.5 hours      |
| Recording 3 Review Form                               | June 13    | July 3               | 1.5 hours      |
| Powerful Questioning Case Study Form                  | May 9      | June 1               | 1.5 hours      |
| Target Approach Model CCEs Form                       | May 16     | July 3               | 1.5 hours      |
| Missed Group Session Review Form (2 sessions maximum) | May 2      | July 3               | 1.5 hours each |

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## FORMS RETURN AND MEMBERS-ONLY ACCESS

Email address for returning all of your forms is  
[advancedcoachingskills@icf-nj.org](mailto:advancedcoachingskills@icf-nj.org)

**The start date is when materials become available on Members-Only page.**

<https://carlyanderson.com/member-login>

**Username:** your first initial and last name, lowercase. e.g. Carly Anderson is **canderson**

**Password:** **private0919**

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## OVERVIEW OF THE TARGET APPROACH: THE ICF CORE COMPETENCIES



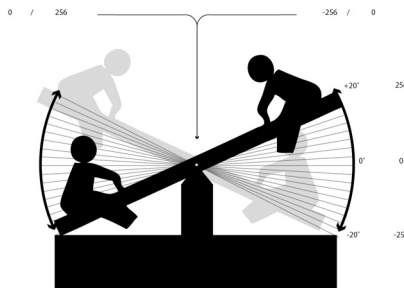
1. Meeting ethical guidelines and professional standards
2. Establishing the coaching agreement
3. Establishing trust and intimacy with the client
4. Coaching presence
5. Active listening
6. Powerful questioning
7. Direct communication
8. Creating awareness
9. Designing actions
10. Planning and goal setting
11. Managing progress and accountability

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## MINDSET SHIFTS FROM ACC TO PCC TO MCC

**WHAT**

**WHO**



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## COACHING THE 'WHO' VERSUS 'WHAT' WHAT IS THE WHO?



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## THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

### Application Competencies

- Establishing the Coaching Agreement
- Planning & Goal Setting

### Output Competencies

- Trust & Intimacy
- Creating Awareness
- Designing Actions
- Managing Progress & Accountability



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## THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

### CORE/TARGET COMPETENCIES

It all begins with **CC #4: Coaching Presence...**

Connect to.....  
 ..... yourself  
 ..... your client  
 ..... the coaching process (ethics)

Be – Completely – Present

**Partnering with your Client**



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## THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

### CC #5 - Active Listening

Your Presence informs your **Listening**

- Listen for the totality of the client's greatness and gifts as well as limiting beliefs and patterns
- Who and What listening



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## THE TARGET APPROACH

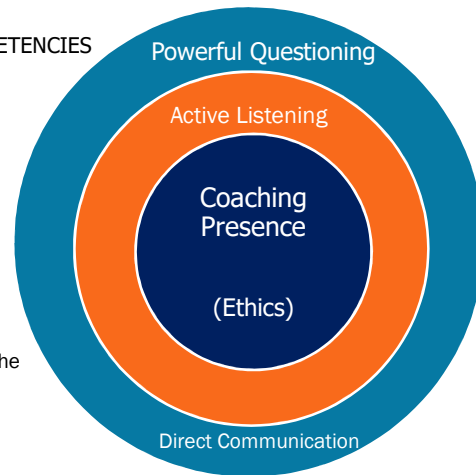
A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

### CC #6: Powerful Questioning

- what's heard informs the questions to be asked
- Who and What questions

### CC #7: Direct Communication

- listening also informs what statements in the form of comments, intuitions, messages, observations or reflections to deliver
- using client visual language as metaphor



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## FIELDWORK FROM WEBINAR 1




Experiment. What 1 – 3 things stood out for you in this session? Apply one at a time in your upcoming coaching sessions, and to life in general where applicable.

Listen to recording 1 (Login to members only page). Use Recording #1 Review Form to paste evidence from the transcript for "Target" Competencies - #1, #4, #5, #6, #7

Webinar 2: We'll debrief recording 1, and distinctions on Core Competency #3, #4, #5

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**Further resources:**

Monthly e-newsletter

Blog articles for coaches to improve their coaching skills and core competency distinctions

<https://carlyanderson.com/blog>

*"Our essential purpose is to be the best version of ourselves." Matthew Kelly*



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Acknowledgement goes to the International Coach Federation and all the coaches over the years who have contributed to developing and evolving the ICF Core Competencies, and continue to do so. <https://coachfederation.org>

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