

Expectations for Participation in The Mentor Coaching Group

This program meets ICF requirements for ten (10) hours of ICF Core Competency Mentor Coaching, 10.5 hours of Core Competency CCE's, or 10.5 hours of Coach Specific Training.

We want this to be a safe, fun and transformational learning experience for our participants. The only way to increase your coaching skills is to jump in and coach, as well as be coached. We expect participants to coach a real client at least once, possibly twice during the program.

The Mentor Coaching Group (MCG) Structure: (60-90 minute sessions)

General Structure

Here's the general outline of the program structure:

- MCG sessions are generally scheduled the first 3 weeks of every month, with the last week available for integration practice
- Weekly sessions are 90 minutes in length. Sometimes they may be shorter, but always schedule 90 minutes for your mentor coaching sessions
- You do not need to attend every week, but must complete 7 sessions of a total of 9 sessions during a 3 month period to meet the ICF Mentor Coaching requirements. If you wish, you may attend all 9 sessions and benefit from an additional 3 sessions for the same price – a great value!

We ask that you let us know by the day prior each week if you are not going to be on the call.

- We will set a schedule with you of when you will coach in the group calls and provide resources to help get you prepared to be your best.
- Access to recorded MCG sessions for any week you are not able to attend
- Those that coach on the call will receive written feedback by competency from at least one of the mentors before the next call
- Any time you are listening to a coaching session live on the group calls, or a recorded coaching session we recommend you to use the core competency worksheet to hone your listening for competency distinctions and jot down what you are hearing

- You are required to complete a minimum of 3 Core Competency Worksheets during the 3 month mentoring process to help you hone your listening skills and learn how to apply the core competencies masterfully, and email them to Carly and Karen.

Session Structure

Here's the general outline of how weekly sessions are structured:

- The first 10 minutes of each session will be dedicated to a quick check-in, announcements, or any questions participants may have.
- Following the introduction, there will be a 30-minute live coaching sessions between coaches or with a real client. We arrange for non-coach clients to be coached on these calls as often as possible. We also ask that you find 1 client who would be willing to be coached on these group calls.
- After each coaching session, there will be a short debrief against one of two of the core competencies by the mentors. We will highlight things to acknowledge about your presence and your coaching skills, and provide 1 -2 areas for possible upgrade.
- During the debrief, we will go deeper into one or two of the competencies based on the questions the group has. We will use the Target Approach: Demystifying the ICF Core Competencies, created by Carly Anderson to help highlight the distinctions between competencies, along with ICF Core Competencies documents.
- The last 20 minutes of the session is dedicated to coaching skill development of a particular competency, or discussion/debrief of a recorded coaching call that will be determined based on the group's needs. We will alternate between these two options.
- Wrap up & preparation for next session will occur at the end of the call.

Suggested and Highly Recommended!!

“MCG Integration Practice”!!

The Group Coaching Sessions take place the first 3 weeks of every month. The last week in each month is purposefully provided for MCG Integration Practice.

The MCG Integration Practice is designed for you to deepen and advance your understanding and practice of the ICF Core Competencies with each other.

Based on our past experience, the Integration Practice serves as an excellent support mechanism in your process toward accreditation. The Integration Practice provide a venue to build a strong network of professional coaches, and to create ongoing Coaching Mastermind groups that support you in your continued path to coaching mastery.

We strongly encourage you to coordinate a day and time that best suits all group members and set up the Integration Practice right away. This can be done by phone, or in person if group members are in the same location.

Some suggestions for how to use the Integration Practices are:

- Focus on applying the Target Approach to coaching sessions
- Support each other in getting coaching calls recorded
- Listen and debrief ACC/PCC/MCC level coaching recordings that will be made available
- Provide each other with your own client recordings and mentor each other. (Remember to get a written consent form from your client to meet ICF ethical standards.)
- Exchange and share review forms that you receive from Carly and Karen
- Determine your own areas of focus for the lab to meet your needs
- Network with each other

We look forward to supporting you and wish you continued success on your credentialing journey.

*Carly Anderson, MCC
Karen Boskemper, PCC*