

# The Art and Science of Coaching

Enablers of Effective Coaching  
Coach Specific Training  
125 Hours

by

ACCOMM GROUP

**ACCOMM**  
LEARNING ECOSYSTEM ●●●● GROUP



## Program Vision:

Empowering individuals and organizations to enhance your effectiveness and sustainable success by unleashing people potentials and expressing their authentic motivation and greatness



The Art and Science of Coaching Certificate Program is for individuals interested in entering the field of coaching and managers and leaders in organizations seeking to become better in effective coaching. The program also guides leaders and managers how to apply coaching to support your change and transformation initiatives and effectiveness.

**This 125 hours** coaching education will offer intensive learning, practices, and feedback in coach core competencies based on **8 ICF's professional core coaching competencies**.

**Designed and delivered by ICF credentialed Coach:**

**Atchara Juicharern, Ph.D., PCC and Team**

Leadership Development Affiliate of Dr. Marshall Goldsmith in Thailand



## Program Philosophy and Approach

Our coaching education is based on the philosophy and framework of the ICF's 8 Core Coaching Competencies. That is coach competencies as the **Doing** and the Ethics as the **Being** of coaching.

Our approach is based on our belief that the coach is a catalyst, and all leaders & managers can be excellent in coaching skills.

### Instructors:

Conducted by ICF credentialed Coach: Atchara Juicharern, Ph.D., PCC and her team

### *The program is for:*

- Organizations who are creating coaching culture
- Organizations who want to support your people to embrace change, learning and personal & professional growth
- CEO, C-suite and Executives
- Leaders, Manager, Supervisors and People Managers at all levels
- HR as Coach
- Executives in Organization Development and Learning & Development who seek to apply coaching with leading change and transformation
- Internal Coach and Corporate Leaders

### *Learning Goals:*

As the world is constantly evolving, change is inevitable. Organizations need to adapt to ever-changing dynamics. Organizations are made up of individuals with different behavioral styles, emotions, and responses to change. Today's diversity makes change management more complex and time-consuming.

This program aims to support your organizations to apply coaching skills in the areas of:

- 1) Recognizing the distinctions of "coaching" and other disciplines
- 2) Deepening understanding of the eight ICF Core Coaching Competencies
- 3) Demonstrating these Core Coaching Competencies through coaching practices
- 4) Participating in giving and receiving feedback after coaching practices according to these competencies
- 5) Strengthening your organizations' capacity to embrace change

- 6) addressing the human side of change effectively
- 7) fostering a culture of resilience, learning and growth
- 8) supporting leaders and manager to navigate transitions for themselves and for their teams smoothly and effectively

### Program Structure:

The program consists of 125 hours of interactive & transformative learning and a weekly practicum that will lead to a certificate of completion.

- Student Contact Hours: 86 Hours (Synchronized)
- Weekly Practicum: total 39 Hours of self-study and peer practices (Asynchronized)
- 10 Mentoring Sessions spacing out through the program (7 Hours of Group Mentoring with a maximum of 10 per group + 3 Hours of Individual Mentoring)

### Dates and locations

Class dates can be reserved in advance, and the venue is either at AcComm's training venue or the customers' designated venue.

### Languages:

Classes are delivered in the Thai language with English materials. Students are welcome to practice in either the English language or Thai language.

### Number of participants per class

Recommended for 6 – 10 per class for effectiveness

### Learning and Development Methodology

Our learning is carried out in an interactive environment which encourages students to practice the skills. We use experiential training methods, including *role-play*, *self-assessment*, *workshops*, and *group exercises* to enhance learning. The instructor also coach and give feedback to students during exercises and practices.

Each student will have at least six formal practices and verbal feedback throughout the learning. At least four written feedback will be provided to each student. Some practices can also be *recorded* (with students' permission) so that instructor can precisely review and provide written feedback to support participants' continuous learning and growth.

### Requirements students must meet to enter the program:

- At least three years' work experience in public, state-owned or private organizations
- Demonstrate passion in helping others grow and unleash people's potentials

### Program Requirements:

To complete the program, students or participants are required to:

- attend 85% of the total face-to-face time in the class.
- have at least six formal coaching practices & feedback sessions observed and assessed by the ICF accredited instructor.
- have at least four written feedback after the practice sessions assessed by the ICF accredited instructor.
- complete the 30 hours of self-study and weekly practicum.

Students' participation and contribution in learning, practices, and feedback are paramount to success.

### Phase 1: Mindset, Skills Set, and Tools Set (Coaching tools for coaching within organization)

**Duration: 60 Hours – spacing out in 2.5 months**

#### Phase 1: Course Descriptions:

#### Part 1: Mindset of Coaching

Part 1 includes welcome and introduction to the program. This part also includes objectives of the program and establishment of our agreement. The instructor will also introduce the definition of coaching according ICF's.

#### Part 2: Core Coaching Competencies

Firstly, this part starts with introducing 8 ICF Core Coaching Competencies - with descriptions of the 63 Behavior statements or performance criteria.



## Coaching Certificate Program – Thailand

Next, this part will continue to provide the knowledge of each competency in depth. The instructor will give simple models to aid understanding and demonstrate each coaching skill. We will master each competency through practices, group activities, discussion, self-reflection, and feedback.

This part will continue with coaching practices & feedback spacing out once a week.

### Part 3: Coaching Tools

Part 3 contains the tools set for leaders and managers for coaching within organizations.



## Phase 2: Coaching at PCC Level, Coaching and Change and Performance Evaluation

Duration: 65 Hours, spacing out in 2.5 Months

### Phase 2: Course Descriptions

#### Part 1: Coaching at PCC Level

Part 1 covers the review of 8 core competencies and develops the coach' ability to differentiate the ACC Level and the PCC Level of coaching.

#### Part 2: Coaching and Change

This second part of Phase 2 will continue to support students to embody the coaching mindset and skills set through the practices & feedback at the PCC Level.

This part also guides the students to apply coaching with the five steps of driving successful change and transformation.

#### Part 3: Performance Evaluation

Part 3 puts focus on preparing students for performance evaluation. **Finally, this part** will provide valuable guidelines for participants' preparation for the PCC path.

## Course Descriptions and Agenda

### Phase 1: Mindset, Skills Set and Tools Set

#### **Day 1 – 3: Synchronized Hours: Total 21 Hours**

| Day | Module  | Topic  | ICF Core Competencies   | Hours                         |
|-----|---------|--|---|-------------------------------|
| One | Intro-1 | <ul style="list-style-type: none"> <li>Welcome; Course Overview</li> <li>Introduction; Objectives of the Program</li> <li>Establishes and Maintains Agreements</li> </ul>  | CC2: Embodies a Coaching Mindset<br>CC3: Establishes and Maintains Agreements   | 09.00 - 09.30<br>(30 minutes) |
|     |         | <b>Mindset of Coaching</b><br><b>A: Foundation</b> <ul style="list-style-type: none"> <li>Introduce ICF</li> <li>Four groups of ICF Core Coaching Competencies – Overview of the 8 new Core Competencies</li> </ul> <b>Competency 1: Demonstrates Ethical Practice</b>                     | CC1: Demonstrates Ethical Practices   | 09.30 – 10.30<br>(1 hr)       |
|     |         | <ul style="list-style-type: none"> <li>What is Coaching?</li> <li>Distinctions between coaching, consulting, psychotherapy and other support professions</li> <li>Benefits of coaching</li> <li>Review exercises</li> </ul>  | Coaching Definition and distinctions<br><br>CC1: Demonstrates Ethical Practices | 10.30 – 12.00<br>(1.5 hr)     |
|     | 2       | <b>Skills Set of Coaching</b><br>Introduction to all of the 8 Core Competencies and descriptions of the behavior statements.   | All competencies highlighting   | 13.00 – 14.30<br>(1.5 hr)     |
|     |         | <b>Competency 2: Embodies a Coaching Mindset</b> <ul style="list-style-type: none"> <li>How to remain aware of and open to the influence of context and culture or self and others</li> <li>Mentally and emotionally prepare for the coaching sessions</li> <li>Recap for Day 1</li> </ul> | CC2: Embodies a Coaching Mindset  | 14.30 – 17.00<br>(2.5 hrs)    |



Coaching Certificate Program – Thailand

| Day | Part | Topic  | ICF Core Competencies   | Hours                      |
|-----|------|--|---|----------------------------|
|     |      |  |   | <b>7</b>                   |
| Two | 2    | Review Day 1's Content   | CC1,2,3   | 09.00 – 09.30<br>(30 mins) |
|     |      | <b>B: Co-creating the Relationship</b><br><b>Competency 3: Establishes and Maintains Agreements</b> <ul style="list-style-type: none"> <li>Coaching Practice 1</li> <li>Guidelines of how to establish a verbal and written agreement</li> </ul>   | CC3: Establishes and Maintains Agreements                       | 09.30 -10.30<br>(1 hr)     |
|     |      | <b>Competency 4: Cultivates Trust and Safety</b> <ul style="list-style-type: none"> <li>Coaching Practice 2</li> </ul>   | CC4: Cultivates Trust and Safety                                | 10.30 – 12.00<br>(1.5 hr)  |
|     |      | <b>Competency 5: Maintain Presence</b> <ul style="list-style-type: none"> <li>How to maintain presence?</li> <li>What distract you?</li> <li>How to cope with distractions?</li> <li>Coaching Practice 3</li> <li>Develops and maintains the ability to regular one's emotions</li> <li>Day 2 Recap</li> </ul> | CC5: Maintains Presence<br><br>CC2: Embodies a Coaching Mindset | 13.00 – 17.00<br>(4 hrs)   |

**Asynchronized Learning: 3 Hours**

Assignment 1: Practice Coaching with Peer. Duration: 1.5 Hour. Capturing learning from the practice and send it to the instructor before the 3<sup>rd</sup> day of training.

Assignment 2: Viewing ICF VTR: Capturing learning from the study and send it to the instructor before the 3<sup>rd</sup> day of the training. Work Duration: 1.5 Hour.

Updated ICF Core Competency 1: Demonstrates Ethical Practice:

<https://www.youtube.com/watch?v=7pxYhGVI2h0> (10.42 Minutes)

Updated ICF Core Competency 2: Embodies a Coaching Mindset

<https://www.youtube.com/watch?v=LXcYdtGhZzg> (9.58 Minutes)

| Day   | Part | Topic  | ICF Core Competencies                 | Hours                      |
|-------|------|--|---------------------------------------|----------------------------|
| Three | 2    | Review Day 2's Content   | All competencies highlighting         | 09.00 – 09.30              |
|       |      | <b>C: Communicating Effectively as a Coach</b><br><b>Competency 6: Listen actively</b> <ul style="list-style-type: none"> <li>Practice listening to what the client is saying and not saying</li> <li>Coaching Practice 4</li> </ul>   | CC6: Listens actively                 | 09.30 – 10.30<br>(1 hr)    |
|       |      | <b>Competency 7: Evoke Awareness</b> <ul style="list-style-type: none"> <li>Tools to facilitate client's insights and learning</li> <li>Powerful questioning process</li> </ul>  | CC7: Evoke Awareness                  | 10.30 – 12.00<br>(1.5 hr)  |
|       |      | <b>Competency 7: Evoke Awareness (Continued)</b> <ul style="list-style-type: none"> <li>Metaphor and analogy</li> <li>Silence</li> <li>Reframing</li> <li>Coaching Practice 5</li> </ul>   | CC7: Evoke Awareness                  | 13.00 – 15.00<br>(2 hrs)   |
|       | 2    | <b>D: Cultivate Learning and Growth</b> <ul style="list-style-type: none"> <li>Facilitating client's growth</li> <li>Transforming learning and insight into action</li> <li>Understand the differences of transactional goal and transformational goal</li> <li>Designing goals, actions and accountability measures</li> <li>Coaching practice 6</li> </ul> | CC 8: Cultivating Learning and Growth | 15.00 – 16.30<br>(1.5 hr.) |
|       |      | Learning Reflection  | All competencies highlighting         | 16.30 – 17.00<br>(30 mins) |

Coaching Certificate Program – Thailand

**Asynchronized Learning: 3 Hours**

Assignment 3: Practice Coaching with Peer. Duration: 1.5 Hour. Capturing learning from the practice and send it to the instructor before the 4th day of training.

Assignment 4: Viewing ICF VTR: Capturing learning from the study and send it to the instructor before the 4th day of the training. Work Duration: 1.5 Hour.

Updated ICF Core Competency 3: Establishes and Maintains Agreement

<https://www.youtube.com/watch?v=Sz2-i4PqT8c> (10.04 Minutes)

Updated ICF Core Competency 4: Embodies a Coaching Mindset

[https://www.youtube.com/watch?v=rBHxy\\_zh1Rg](https://www.youtube.com/watch?v=rBHxy_zh1Rg) (8.27 Minutes)

**Day 4 - 8: 10 Hours**

| Day   | Module | Practices and Feedback | ICF Core Competencies | Hours   |
|-------|--------|------------------------|-----------------------|---------|
| Four  | 3      | Small Group Practices  | CC 2,3,4,5,6,7,8      | 2 Hours |
| Five  |        |                        |                       | 2 Hours |
| Six   |        |                        |                       | 2 Hours |
| Seven |        |                        |                       | 2 Hours |
| Eight |        |                        |                       | 2 Hours |

**Asynchronized Learning: 3 Hours**

Assignment 5: Practice Coaching with Peer. Duration: 1.5 Hour. Capturing learning from the practice and send it to the instructor before the 5th day of training.

Assignment 6: Viewing ICF VTR: Capturing learning from the study and send it to the instructor before the 5th day of the practice. Work Duration: 1.5 Hour.

Updated ICF Core Competency 5: Maintains Presence

<https://www.youtube.com/watch?v=j4Jke814PLU> (9.02 Minutes)

Updated ICF Core Competency 6: Listens Actively

[https://www.youtube.com/watch?v=obmS\\_yLwpSo](https://www.youtube.com/watch?v=obmS_yLwpSo) (12.17)

**Day 9-10: 14 Hours**

| Day  | Module | Topic   | ICF Core Competencies   | Hours                      |
|------|--------|---|---|----------------------------|
| Nine | 4      | Review of Mindset and all of the 8 core competencies  | All competencies highlighting   | 09.00 – 10.00<br>(1 hr)    |
|      |        | <ul style="list-style-type: none"> <li>Review of Evoking Awareness</li> <li>Introduction into Coaching Tools for Leaders and Managers</li> <li>Partners with the client to design goals and vision</li> </ul> | CC7: Evoke Awareness<br>CC8: Facilitating client's growth                           | 10.00 – 12.00<br>(2 hrs)   |
|      |        | <ul style="list-style-type: none"> <li>Coaching for the client's awareness about their way of thinking, values, needs, passion, and beliefs</li> <li>Coaching Practice 7</li> </ul>                           | CC 4: Cultivate Trust and Safety<br>CC 5: Maintain Presence<br>CC7: Evoke Awareness | 13.00 – 15.00<br>(2 hrs)   |
|      |        | <ul style="list-style-type: none"> <li>Coaching the client to explore their responses to change</li> <li>Coaching Practice 8</li> </ul>   | CC 4: Cultivate Trust and Safety<br>CC 5: Maintain Presence<br>CC7: Evoke Awareness | 15.00 – 16.30<br>(1.5 hr)  |
|      |        | Recap of Day Nine   | All competencies highlighting   | 16.30 – 17.00<br>(30 mins) |

**Asynchronized Learning: 3 Hours**

Assignment 7: Practice Coaching with Peer. Duration: 1.5 Hour. Capturing learning from the practice and send it to the instructor before the 10<sup>th</sup> day of the training.

Assignment 8: Viewing ICF VTR: Capturing learning from the study and send it to the instructor before the 10<sup>th</sup> day of the training. Work Duration: 1.5 Hour.

Updated ICF Core Competency 7: Evokes Awareness

<https://www.youtube.com/watch?v=w2DxQqGKxS8> (10.10 Minutes)

Updated ICF Core Competency 8. Facilitates Client's Growth

<https://www.youtube.com/watch?v=V7tTmRRYGAQ> (17.15)

Coaching Certificate Program – Thailand

| Day | Module | Topic  | ICF Core Competencies  | Hours                        |
|-----|--------|--|--|------------------------------|
| Ten | 4      | Review of Day 9  | All competencies highlighting  | 09.00 – 09.30<br>(30 mins)   |
|     |        | <ul style="list-style-type: none"> <li>Coaching the client to explore their decision-making styles</li> <li>Coaching practice 9</li> </ul>   | CC7: Evoke Awareness<br>CC8: Facilitating client's growth  | 09.30 – 12.00<br>(2.5)       |
|     |        | <ul style="list-style-type: none"> <li>Evoke client's awareness about their self-development and progress</li> <li>Invites the client to generate ideas about how they can move forward and what they are willing or able to do</li> <li>Ask questions that help the client explore beyond current thinking</li> <li>Supports the client in reframing perspectives</li> <li>Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client</li> <li>Works with the client to integrate new awareness, insight or learning into their worldview and behaviors</li> <li>Coaching Practice 10</li> </ul> | CC3: Establish and maintain agreement<br>CC7: Evoke Awareness<br>CC8: Facilitating client's growth | 13.00 – 15.30<br>(2.30 hrs.) |
|     |        | Group activity to review all the three parts; mindset, skills set (8 Core Competencies, and tools set)   | All competencies highlighting  | 15.30 – 16.30<br>(1 hr.)     |
|     |        | Recap and reflection of learning experience  | All competencies highlighting  | 16.30 – 17.00<br>(30 mins)   |

**Asynchronized Learning: 3 Hours**

Assignment 10: Taking the ICF Ethic Course:

<https://learning.coachingfederation.org/diweb/catalog/launch/package/4/eid/11500513>

Capturing learning from the practice and send it to the instructor before Phase 2 of the training.

**Module 8: Mentoring Sessions: 10 Hours**

The 6 sessions are spaced out over 3-5 months.

| Session | Module  | Topic   | Format             | ICF Core Competencies        | Hour |
|---------|---------|---|--------------------|------------------------------|------|
| 1       | 8 and 9 | Observed Coaching Session and Feedback  | Group (Maximum 10) | All competencies highlighted | 2    |
| 2       |         | Observed Coaching Session and Feedback & Preparing for Performance Evaluation | Group (Maximum 10) | All competencies highlighted | 2    |
| 3       |         | Observed Coaching Session and Feedback & Preparing for Performance Evaluation | Group (Maximum 10) | All competencies highlighted | 2    |
| 4       |         | Observed Coaching Session and Feedback & Preparing for Performance Evaluation | One-on-One         | All competencies highlighted | 1.5  |
| 5       |         | Observed Coaching Session and Feedback & Preparing for Performance Evaluation | One-on-One         | All competencies highlighted | 1.5  |
| 6       |         | Observed Coaching Session and Feedback & Preparing for Performance Evaluation | Group (Maximum 10) | All competencies highlighted | 1    |

**Phase 2:**



**Day 1 – 2: Synchronized Hours: Total 14 Hours**

| Day | Module     | Topic  | ICF Core Competencies        | Hours                         |
|-----|------------|--|------------------------------|-------------------------------|
| One | Module 5/6 | Reviewing all core competencies  | All competencies highlighted | 09.00 - 09.30<br>(30 minutes) |
|     |            | <ul style="list-style-type: none"> <li>The differences of coaching at ACC and PCC level.</li> <li>Expectations of demonstrating the core competencies at PCC level</li> <li>PCC candidate guide</li> </ul> | All competencies highlighted | 09.30 – 10.30                 |
|     |            | <ul style="list-style-type: none"> <li>ICF Competencies Level Table</li> </ul>   | All competencies highlighted | 10.30 – 12.00                 |
|     |            | <ul style="list-style-type: none"> <li>Practice coaching &amp; exchanging feedback (Recording the coaching conversations)</li> </ul>   |                              | 13.00 – 14.30<br>(1.5 hr)     |
|     |            | <ul style="list-style-type: none"> <li>Practice differentiating ACC level coaching and PCC level coaching</li> <li>Assessing and providing feedback for the earlier recorded sessions)</li> </ul>          |                              | 14.30 – 16.30<br>( 2 hr)      |
|     |            | Learning Reflection: where are you in the journey to coaching at the PCC level.  | All competencies highlighted | 16.30 – 17.00<br>(30 mins)    |

**Asynchronized Learning: 3 Hours**

Assignment 11: Read Appendix: The Change Playbook and answer the questions following each item. Page 24-34. Duration: 1.5 Hour. Capturing your learning from the experience and send it to the instructor before Day 1 (of Phase 2).

Assignment 12: Read: HCICF2018BuildingCoachingCultureforChange. Capturing learning from the practice and send it to the instructor before Day 2 (of Phase 2). Work Duration: 1.5 Hour.

*Phase 2*

Coaching Certificate Program – Thailand

| Day | Module | Topic  | ICF Core Competencies  | Hours                   |
|-----|--------|--|--|-------------------------|
| Two | M7     | <b>The Five Steps of Change and the roles of coach</b> <ol style="list-style-type: none"> <li>1. Co-creating relationship</li> <li>2. Discovering Change</li> <li>3. Designing Change</li> <li>4. Driving Change</li> <li>5. Sustaining Change</li> </ol>  | CC 3: Establishing and Maintaining Agreement   | 09.00-10.00<br>(1 hr)   |
|     |        | <b>The Five Steps of Change and the roles of coach (continued)</b> <ol style="list-style-type: none"> <li>1. Co-creating relationship</li> <li>2. Discovering Change</li> <li>3. Designing Change</li> <li>4. Driving Change</li> <li>5. Sustaining Change</li> </ol>  | CC 4: Cultivating Trust and Safety<br>CC6: Listening Actively<br>CC7: Evoking Awareness<br>CC8: Facilitating Client's Growth | 10.00 – 12.00<br>(2 hr) |
|     |        | <ul style="list-style-type: none"> <li>• Practice coaching with the following case study<br/>Case study 1: Discovering the client's needs for change<br/>Case study 2: Supporting the client to explore the environment               <ol style="list-style-type: none"> <li>2.1. Exploring the leadership team</li> <li>2.2. Exploring culture, process and stakeholders</li> <li>2.3. Exploring the managers team</li> </ol> </li> <li>• Debriefing and self-reflection</li> </ul> | CC6: Listening Actively<br>CC7: Evoking Awareness  | 13.00 – 15.00           |
|     |        | <ul style="list-style-type: none"> <li>• Practice coaching with the following case study<br/>Case study 3: Supporting the clients to design change communication plan<br/>Case study 4: Partnering with the client to drive and sustain the change</li> </ul>  | CC6: Listening Actively<br>CC7: Evoking Awareness<br>CC8: Facilitating Client's Growth                                       | 15.00-16.30             |
|     |        | Learning Reflection: how PCC level of coaching supports the clients to develop change capacity.  | CC 4: Cultivating Trust and Safety<br>CC6: Listening Actively  | 16.30 – 17.00           |

Coaching Certificate Program – Thailand

|  |  |  |   |  |
|--|--|--|---|--|
|  |  |  | CC7: Evoking Awareness<br>CC8: Facilitating Client's Growth |  |
|--|--|--|---|--|

*Live Webinar: Once every week*

| Session | Topic<br>On ICF Core<br>Competencies   | Other Topic  | ICF Core<br>Competencies<br>12 Hours | Other<br>Topics<br>5 Hours | Total Hours<br>17 |
|---------|--|--|--------------------------------------|----------------------------|-------------------|
| 1       | CC 3: Establishing and Maintaining Agreement and expected behaviors<br>CC 4: Cultivating Trust and Safety and expected behaviors | Assessing your style of embracing change               | 2                                    | 1                          | 3                 |
| 2       | CC5: Maintaining Presence and expected behaviors<br>CC6: Listening Actively and expected behaviors                               | Assessing your listening and analytical thinking style | 2                                    | 1                          | 3                 |
| 3       | CC7: Evoking Awareness and expected behaviors  | Assessing your communication/Involving People styles   | 2                                    | 1                          | 3                 |
| 4       | CC8: Facilitating Client's Growth and expected behaviors   | Assessing your learning style                          | 2                                    | 1                          | 3                 |
| 5       | CC2: Embodying Coaching Mindset and expected behaviors   | Assessing your agility style                           | 2                                    | 1                          | 3                 |
| 6       | CC1: Demonstrating Ethical Practices   |  | 2                                    |                            | 2                 |

**Self-Study: Total 24 Hours spacing out between weekly webinar**

**Asynchronized Learning: 3 Hours**

Assignment 13: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

\*\* At this point, each student starts the coaching conversation recording process to select the two recordings for performance evaluation. This will allow enough time for the students who need to send the retaken recording.

Assignment 14: Viewing core competency VDO – explaining expected behaviors of core competency 3. Capturing learning and send it to the mentor.

**Asynchronized Learning: 3 Hours**

Assignment 15: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

Assignment 16: Viewing core competency VDO – explaining expected behaviors of core competency 4. Capturing learning and send it to the mentor.

**Asynchronized Learning: 3 Hours**

Assignment 17: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

Assignment 18: Viewing core competency VDO – explaining expected behaviors of core competency 5. Capturing learning and send it to the mentor.

**Asynchronized Learning: 3 Hours**

Assignment 19: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

Assignment 20: Viewing core competency VDO – explaining expected behaviors of core competency 5. Capturing learning and send it to the mentor.

**Asynchronized Learning: 3 Hours**

Assignment 21: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

## Coaching Certificate Program – Thailand

Assignment 22: Viewing core competency VDO – explaining expected behaviors of core competency 6. Capturing learning and send it to the mentor.

### **Asynchronized Learning: 3 Hours**

Assignment 23: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

Assignment 24: Viewing core competency VDO – explaining expected behaviors of core competency 7. Capturing learning and send it to the mentor.

### **Asynchronized Learning: 3 Hours**

Assignment 25: Coaching with client. Duration: 1.5 Hour. Capturing learning from the practice and send it to the mentor.

Assignment 26: Viewing core competency VDO – explaining expected behaviors of core competency 8. Capturing learning and send it to the mentor.

For more information, please contact us:

Email: [info@aclc-asia.com](mailto:info@aclc-asia.com)

Tel: +662 197 4588-9

AcComm & Image International Co., Ltd.

