



**MindLearners presents:**

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**TRANSFORMATIONAL  
COACH CERTIFICATION  
PROGRAM**

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**International Coach Federation (ICF)  
Accredited Program**

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## PURPOSE

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*Coaching is unlocking people's potential to maximize their own performance.  
It is helping them to learn, rather than teaching them.*

*Sir John Whitmore*

### PURPOSE AND MISSION

The mission of the program is to prepare you as exceptional coaches. You will become capable of facilitating profound transformation for the organizations and people you work with.

The program is accredited by the **International Coaching Federation (ICF)** as an **Approved Coaching Specific Training Hours (ACSTH)** program, and has a unique structure, based around the triad —mind, heart and spirit. It brings together concepts from neuroscience, developmental psychology, and positive psychology and transpersonal coaching to offer a comprehensive understanding of coaching and the impact it can have.

We believe that to instill change, one has to undergo change within themselves. For this reason, the *Transformational Coaching Program* places great emphasis on self-awareness and personal development content, complimented by a toolkit of comprehensive coaching skills. The facilitators will provide individual coaching to you and mentoring on your coaching skills. This will allow you as a future coach to go through a profound personal experience, whilst gaining the knowledge and skills to become a facilitator of transformation for your own coaching clients.

### WHAT IS TRANSFORMATIONAL COACHING?

Transformational coaching involves a holistic approach, which puts the client's 'whole person' at its core. As transformational coaches, you will go beyond helping your clients to shift their perspectives and thereby discover different approaches to achieve your goals. You will have an understanding of adult development and aim to support your clients in growing **vertically** (increasing their maturity and the complexity of their thinking and acting in the world) as well as **horizontally** (finding new solutions and actionable strategies for accomplishing specific objectives).


































As a skilled coach you will help others to solve their own problems and improve their own performance, while supporting them in developing their consciousness and growing into wisdom.

### WHO IS THIS PROGRAM FOR?

This program is particularly designed for leaders, entrepreneurs and consultants. We are seeking future coaches that have both the maturity and the determination to take the knowledge they receive further and become change agents in the world around them.



## PROGRAM OVERVIEW

MODULES	Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7	Follow-up
Face to face delivery model. Highly interactive. Max 16 attendees								
<b>ASSESSMENTS</b> Using highly rated psychometric tests to gain a better understanding of yourself								
<b>PEER COACHING</b> Practice full length coaching sessions with feedback and mentoring							<b>Exam</b> 	
<b>CORE BOOKS</b> Core Books will be provided at the start of the program								
<b>IN-HOUSE LIBRARY</b> Borrow best books on coaching and related fields								
<b>GROUP MENTORING</b> 3-4 Months after the program, based on your experience level								
<b>INDIVIDUAL MENTORING</b> 2 sessions with a Senior PCC Accredited Coach								
<b>RECOMMENDED PRACTICES:</b> Journaling, Meditation, Peer-coaching								





## MODULE ONE

### INTRODUCTION TO COACHING

**The history, the why, when and what of coaching.**

- Why coaching? — impact, process, ROI.
  - Types of coaching.
- Key differences between coaching and other development processes.
- Key aspects of adult development and the vertical approach in coaching.
  - Transformational coaching — the triad mind/heart/spirit.
- The how of coaching overview — key models and approaches.
  - Key assumptions in the co – creation of the coaching relationship — the foundation of trust.
  - The role of International Coach Federation (ICF) and its key standards and competencies.
  - The building blocks of the coaching conversation.
    - Practice and feedback.



## MODULE TWO

### THE NEUROSCIENCE OF COACHING (MIND)

***Explore the science of the brain, emotional intelligence and the core of why you do what you do.***

- Neuroplasticity and its impact in coaching.
- Using the five key neural pathways for connection to build trust in the coaching conversation.
- Brain integration, lateral and vertical, through coaching—the use of metaphor.
- Basics of cognitive biases and their impact in coaching—creating a judgement-free zone.
- Coaching and Neuro Linguistic Programming (NLP)
  - using the Meta
    - Model in creating powerful questions.
- Building rapport and creating space for the coaching conversation.
- Bringing in representational systems in the coaching conversation.
  - Listening – more than a skill.
  - Practice and feedback.



## MODULE THREE

### THE PSYCHOLOGY OF COACHING – PART A (HEART)

***Core theories and techniques for coaching as a tool to bring out the best in people.***

- Key aspects and distinctions of coaching versus therapy.
- Developmental psychology and coaching – the seven levels of adult development and implications for leaders, teams and organizations.
- Client's relation to power and time as they grow through the development levels and how coaching support can that process.
- The five great perspectives in psychology and their impact in coaching.
  - Psychometric tools in coaching.
  - Practice and feedback.



## MODULE FOUR

### THE PSYCHOLOGY OF COACHING – PART B (HEART)

***Core theories and techniques for coaching as a tool to bring out the best in people.***

- Theories and techniques from therapy and their application in coaching Gestalt, Transactional Analysis, Cognitive – Behavioral, Positive Psychology
- Limiting beliefs – how they work and using coaching to change them.
  - Harnessing the power of intuition in coaching.
- Cultivating empathy in coaching and the role of Positive Intelligence.
- Practice with ICF core competencies at an advanced level and feedback.



## MODULE FIVE

### THE PSYCHOLOGY OF COACHING - PART C (HEART)

*Core theories and techniques for coaching as a tool to bring out the best in people.*

- The cycle of personal change and the skill of following the coachee at their own pace.
- Unlocking the drama triangle in Coaching
- Challenging with kindness – breakthrough questions.
- Sabotage mechanisms - how to overcome them
- Empowering your coachee - key insights from Positive Psychology.
  - Dealing with uncertainty
  - The art of mirroring
  - Working with the shadow
  - The power of silence
- Advanced practice and feedback



## MODULE SIX

### TRANSPERSONAL AND EXISTENTIAL COACHING (SPIRIT)

*Connecting coaching with personal purpose and the holistic approach on the client.*

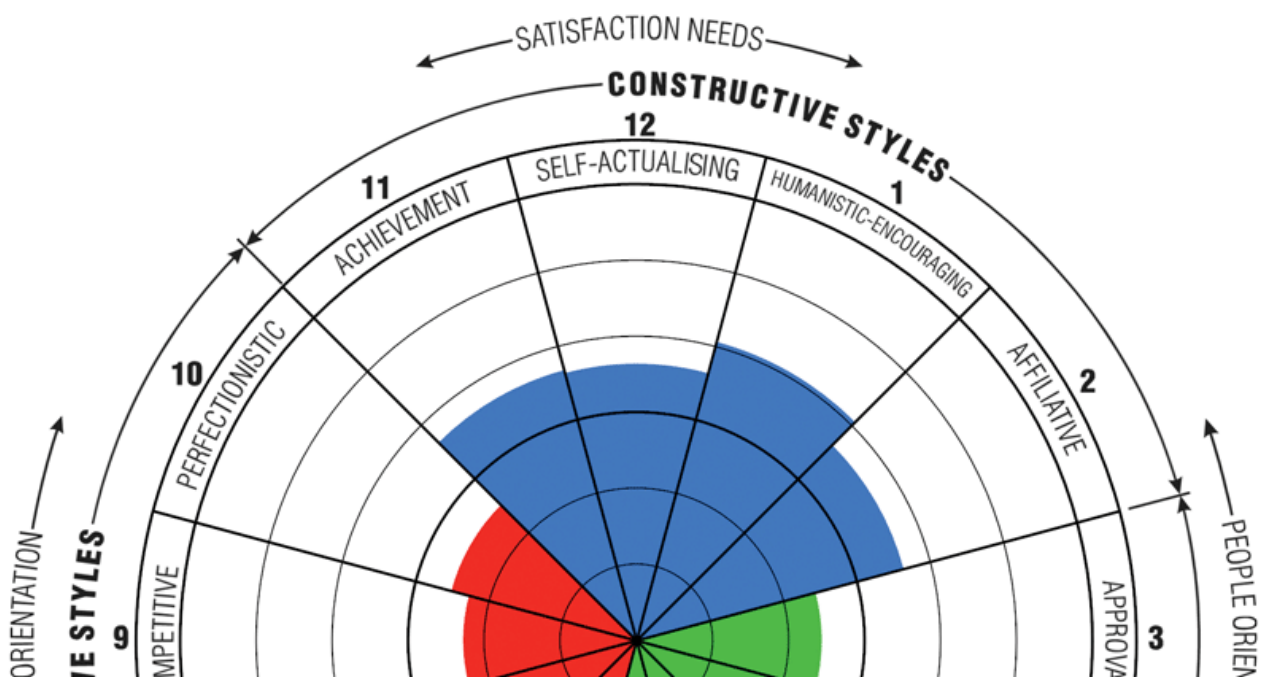
- The existential approach – uncovering values, purpose and mission.
- Mindfulness in coaching – Its impact to cultivating presence within both coach and coachee.
- The transpersonal approach – taking metaphor to the next level.
- Active imagination as a tool to create vision and accountability.
  - Coaching as transformational process – Integrating the three levels (mind, heart and spirit).
  - Advanced practice and feedback.



## MODULE SEVEN

### GRADUATION CAPSTONE

This module is dedicated to the final graduation exam — a live, coaching session, followed by feedback centered around ICF competencies. Also, on this module, each participant presents and takes ownership over their own personal vision, mission and approach as a coach.



### CERTIFICATION AS A COACH

This program is an ACSTH accredited program with the international Coach Federation (ICF). This provides the pathway to be an *Accredited Certified Coach* (ACC) with ICF. The program is listed as ***Mind Learners Transformational Coaching Program*** on the ICF website.



### WHO IS ICF?

The International Coach Federation (ICF) is the leading global organization dedicated to advancing the coaching profession by setting high standards, providing independent certification and building a worldwide network of trained coaching professionals.

ICF is the world's largest organization of professionally trained coaches, and offers the only globally recognized, independent credentialing program for coach practitioners. ICF credentials are awarded to professional coaches who have met stringent education and experience requirements and have demonstrated a thorough understanding of the coaching competencies that set the standard in the profession. Achieving credentials through ICF signifies a coach's commitment to integrity, understanding and mastery of coaching skills, and dedication to clients.

### STEPS FOR ACCREDITATION from the ICF website <https://coachfederation.org/>

#### STEP ONE

**Complete the *Mind Learners Transformational Coaching Program*, which includes:**

- At least hours of coach-specific training through an ACSTH program.
- 10 hours of mentor coaching over a minimum of three months (these are included in our training program). Your Mentor Coach will be an ACC who has completed a full cycle of the credential through renewal, PCC or MCC in good standing.
- Performance evaluation (audio recording and written transcript of a coach session).

#### STEP TWO

**To be completed in parallel and/or after Coach Program:**

- A minimum of 100 hours (75 paid) of coaching experience with at least eight clients following the start of your coach-specific training. At least 25 of these hours must occur within the 18 months prior to submitting the application for the credential (some hours are included in this program, some to be completed after graduation of the program).
- Completion of the Coach Knowledge Assessment (CKA). The knowledge assessment content will be covered in the program.

#### STEP THREE

- Record 1 Coaching session (in Romanian) and submit them to ICF together with their transcript in order to show your integration of the core ICF Coaching Competencies.

### WHAT OUR GRADUATES ARE SAYING...

*"I found the program valuable for several reasons. First, it focuses on ICF competencies and prepares you for an international accreditation as a coach.*

*The modules were extremely well documented, the information was easy to assimilate and the logistical support impeccable.*

*Beyond the practical aspects, for me it was an inner journey in which I learnt to listen to others and listen to myself, to be present (I believe presence was one of my paramount gains in this program and it is vital for coaching), to turn my attention towards myself and have the courage to be authentic with my future clients.*

*I liked the interdisciplinary nature of the program. It was all about people and emotions, about communication and patience, about trust in the client and the process. It was about helping and developing people.*

*Even if a participant decides not to pursue a certification in coaching (although the program is perfect to set the ground for this) I would still highly recommend it for the fabulous journey towards oneself."*

**— Manuela Avram**  
**Support Renewal Snr. Manager, Oracle**



Spring Generation (2019)



Sixth Generation of Transformational Coaching Program graduates (2018)

*"I used to think of the concept of 'school' as a place where you needed to learn according to a well-established curriculum and then prove your worth by regurgitating whatever information was left available after having memorized everything you could.*

*This program couldn't be further away from the antiquated notion I had in mind. It is hard to put into words the experience I have had in the months spent with Alis, Delia and my colleagues.*

*This experience was transformational because of the people that participated, starting with our mentors, were extraordinary and I am privileged to be able to call them unconditional friends.*

*Beyond the acquired competencies that ICF requires and that are the basis of our experience, I am positive that this is the start of a wonderful community of people with their minds and hearts set on changing the organizations they are in and the world for the better. Thank you for the opportunity!"*

**— Cristiana Lupu**  
**Eastern Europe & CIS Premier Support GRSC**  
**Director, Oracle**



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## TESTIMONIALS

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*I started this journey aiming to find my way to a conscious and joyful life, also to learn how I can better contribute to other people's personal and professional development, enabling them to discover and use the potential they have for their own benefit and, why not, for their organizations.*

*From the beginning I felt this program fits me perfectly, but I didn't see yet the "big magic" that was going to happen and be with us throughout the entire trip. I was privileged to meet great people and to be trained by Alis and Delia with whom we created the most beautiful and meaningful learning experience I have ever lived!*

*Furthermore, the program is structured in accordance with the ICF requirements which makes it even more valuable, facilitating the process for people who want to become ICF Certified.*

*I am honored and proud that I graduated from Mind Learners Coaching School! Thank you! "*

**— Lili Gadei,**  
**Project Manager & People Manager, IBM**

*Au fost mai multe aspecte pe care eu le consider valoroase: in primul rand faptul ca programul seconcentreaza pe competentele ICF si te pregateste pentru o acreditare internationala. Modulele au fost extrem de bine documentate, informatia a fost usor de asimilat, iar suportul logistic impecabil.*

*Dincolo de aspectele practice, pentru mine a fost o calatorie interioara, in care am invatat sa ascult si sama ascult, sa fiu prezenta (credca prezenta a fost unul dintre cele mai importante lucruri care s-au intamplat in acest program si este vitala in coaching), sa ma intorc catre mine si sa am curaj sa fiu autentica cu mine si viitorii mei clienti. Sa nu le fur experientele si sa le las spatiu, pt.ca mai devreme sa mai tarziu vor stii sa faca ceea ce este mai bine pt.ei. A fost interdisciplinar, a fost despre oameni si emotii, despre comunicare si rabdare, despre incredere in client si in proces. Despre a ajuta si a dezvolta oameni.*

*Chiar daca nu se finalizeaza printr-o certificare in coaching (desi programul este excelent conceput pentru asta) l-as recomanda pentru calatoria fantastica si intoarcerea spre sine.*

**— Manuela Avram**

*"The Transformational Coaching School is in itself a profoundly changing experience. I not only learned new ways to BE a coach, but I did this in an organic growth process together with a wonderful group of people.*

*The rhythm was at the same time accelerated and intuitive, and I especially appreciated the openness and constant encouragement from Alis, Delia and my colleagues.*

*It was a tremendous development experience which showed me once again that in order to be a good coach, you need to first be open to your own learning."*

**— Maria Dinu**  
**Talent Manager, Coca Cola HBC**

*"Attending the coaching school was such an amazing journey! I started in February being very enthusiastic about the course and having my own thoughts about how it was going to be. Guess what?! All of my scenarios about how it would be, were wrong. I had to deal with and adjust to a totally different approach than I had seen before.*

*For me it was a lesson on authenticity. It was a new journey for my old self, it challenged a lot of my beliefs. This coaching school confirmed to me once again how important it is to accept yourself and others.*

*It took me a few months to decide if I wanted to take this step but after I had the interview with Alis I understood that it was the best decision. She has a way of inspiring others. She pushed the right buttons to help me wake up. I'm not a big fan of words, I believe in facts at the end of the day, but I can say that the school can be life-changing if you allow your true self to say hello to the world"*

**— Alina Cristache**  
**Manager, Microsoft**





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## FACILITATORS MINDLEARNERS

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We've been running this program bi-yearly starting 2015. We build learning and development solutions using the newest concepts in neuroscience, positive and developmental psychology. Through transformational learning experiences, our common mission is to help increase leaders' levels of consciousness, of personal wisdom, so that they can build more ethical, sustainable businesses for future generations.

Ultimately, we aspire to building a community of conscious leaders who can not only change their own organizations, but also join hands in tackling the larger challenges of business and society today.

### Client portfolio selection:

Coca Cola, Vodafone, Microsoft, IBM, HP, Oracle, Carrefour, Mars, Airbus, Accenture, ING, UNICEF, PureSource Recruitment, DoseMe, Queensland Government, PwC, KPMG



***“Make your interactions  
with people  
transformational  
[not transactional]”***



*Alis Anagnostakis facilitating a reunion of Transformational Coaching Program Graduates and external business guests held in 2018. The core topic was how coaching can help transform organisations from the inside out.*

*Graduates shared their stories of championing coaching in their companies and the initiatives they started, which have ended up touching hundreds of their colleagues' lives.*



### ALECSANDRA LITU, ACC - FACILITATOR

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Alecsandra is a trainer, coach and consultant, focusing on personal, group and organizational transformation initiatives. In her professional career she has acted as consultant, change manager, learning and development senior manager and coach.

In 2017, she started her own learning company, guided by the principles she developed after interacting with thousands of participants in almost 100 organizations: **self-discovery and self-awareness** are at the root of all human growth processes, the quality of our lives is deeply connected to the quality of our **relationships**, from them all, the **relationship we have with ourselves** is the most important and sensitive each of us has tremendous **potential and capacity for transformation**.

This approach has led her to transformational coaching, as one of the best ways to connect to that uncovered potential. She was trained in 2012 with John Whitmore's Performance Consultants in London and continued with the Mind Learners Coaching School, becoming an International Coach Federation Associate Certified Coach.

She is also a certified trainer and consultant in the ESPERE Method, a relationship-based communication approach developed by Jacques Salomé, a certified Dream Teacher in Robert Moss's Method and is currently deepening her training in the human mind and soul, by training in Jungian analysis.

**For more details about Alecsandra:**

🌐 [www.alecsandralitu.ro](http://www.alecsandralitu.ro)

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### **CARMEN SIDON, PCC** **- FACILITATOR**

Carmen has over 10 years of experience in leadership roles, developing other leaders through coaching, mentoring and personal and professional growth programs, in order to help them perform in their roles, prepare for new career opportunities and live their lives according to their aspirations and values.

Carmen is a Transformational Coach and an experienced trainer and leader. Her mission is to accompany organizations and individual customers in order to reach their highest potential, raise their level of consciousness and make a difference for a better world. She has a bachelor's degree in Sociology, she is a certified Neuro-Linguistic Programming Master, an Associate Certified Coach, by the International Coach Federation and Evolutionary Coaching and Culture Transformation Consultant, certified by the Barret Values Center. Currently, she is studying Integrative Psychotherapy.

After almost 20 years of corporate life, she decided to contribute to a more conscious and values based world as an entrepreneur. She believes in living mindfully and in the fact that building on strengths is more productive and fulfilling than struggling to eliminate weaknesses in search of perfection. During the last 3 years, she has been a facilitator and mentor at the Mind Learners Coaching School, where she put her soul's energy into bringing more compassionate and well-prepared coaches into the world

#### **For more details about Carmen:**

🌐 <https://carmensidon.com>

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