



STAR
LEADERSHIP

be real • be true • be you

COACH TRAINING & LEADERSHIP DEVELOPMENT PROGRAMME

If at the heart of coaching is transforming someone's life, how can you create that for others, if you have not been through that process yourself?

For this reason, this programme is a deep immersion into what true transformation is, and how you can really make sustainable shifts in all aspects of your life and others. The underlying paradigm that runs throughout is to empower individuals to become more self-aware, increase self-regulation and develop a growth mindset where one's default thinking is to come from the ideal outcome you want to create.

The programme is approved and accredited with the International Coaching Federation (ICF) and holds their highest level of coach training accreditation.

LEVEL 1

ICF-ACCREDITED
COACHING EDUCATION

LEVEL 2

ICF-ACCREDITED
COACHING EDUCATION



COMENSA

APPROVED
SILVER

TRAINING PROVIDER PROGRAMME

PROGRAMME OVERVIEW

LEVEL 1
 ICF-ACCREDITED
 COACHING EDUCATION

MODULE ONE

The key to any change is awareness. Without this, no change is possible. This module explores the systemic influences that govern the choices we make in our lives every day.

SESSIONS OVERVIEW:

1. Onboarding session
2. Systems and systems thinking
3. Levels of awareness and consciousness
4. The brain and development of personality
5. Intro to the Enneagram & Ennea 8,9,1
6. The Enneagram 2,3,4
7. The enneagram 5,6,7
8. The ego

MODULE TWO

To create real and sustainable change in your life requires an understanding of change and what you can do that will ensure success, and what you do that stands in the way. This module introduces coaching, enabling you to facilitate intentional conversations with powerful outcomes.

SESSIONS OVERVIEW:

1. Responsibility and choice
2. Introduction to coaching
3. Coaching Core Competencies
4. Coaching practice session
5. Context
6. Story vs Facts
7. Coaching practice session
8. Commitment
9. Coaching practice session
10. Unconscious commitments

MODULE THREE

Module Three explores the unconscious dynamics that play out in your relationships. It helps you see the roles you might identify with as yourself and how you can shift.

SESSIONS OVERVIEW:

1. Power Dynamics
2. Coaching practice session
3. Shame vs Guilt
4. Coaching practice session
5. Empathy, sympathy and compassion
6. Coaching practice session
7. Defence mechanisms
8. Creating Healthy Boundaries

MODULE FOUR

Module Four is a deep dive into authenticity, and clarifying your real essence, and a new frame of reference to anchor your choices to.

SESSIONS OVERVIEW:

1. Core Essence
2. Coaching practice session
3. Authenticity, Integrity & Creating Completion
4. Coaching Practice Session
5. Needs and Values
6. Coaching practice session
7. Conversations for connection
8. Coaching practice session

LEVEL 2
 ICF-ACCREDITED
 COACHING EDUCATION

MODULE FIVE

Module Five is about moving beyond the ego and aligning your values and purpose beyond your immediate self-interest to become a *R.E.A.L leader (*Responsible, Empathic, Authentic Leader).

SESSIONS OVERVIEW:

1. Self-Love
2. Coaching practice session
3. Honouring the Self
4. Coaching practice session
5. Self-Recovery
6. Coaching practice session
7. Self-Leadership & Self-Transcendence
8. Completing the Programme

Level 1 accreditation includes **124 coach training hours**, and is designated as *ACC Accredited Education*.

Level 2 accreditation includes **86,5 coach training hours**, giving you a total of 210,5 coach training hours including Level 1, and is designated as *PCC Accredited Education*.

FOUNDATION - LEVEL I • OUTCOMES, DURATION & INCLUSIONS

AIM OF THE COURSE

For those seeking a first-class coach education, this course introduces and develops coaching skills, underpinned by approved ICF coaching processes, methodology, techniques, skills and critical success factors and enables you to complete with an ICF Level I Coach Training Certification.

COURSE OUTCOMES

At the end of this course, participants should be able to:

- Generate new layers of self-awareness to create a behavioural shift in oneself and apply to others.
- Facilitate a conscious, coaching conversation with coaching clients.
- Use active listening skills at all times in a coaching context.
- Uphold ethical guidelines and apply professional coaching standards required by the ICF.
- Apply effective questioning models when coaching.
- Plan and set goals to support critical skill enhancement when coaching clients.
- Manage progressive accountability with self and client.
- Interrogate and accurately evaluate multiple sources of information from the client in order to facilitate a constructive coaching conversation.
- Facilitate interpretations that help the client gain awareness as to how to reach their intended coaching goals.
- Cultivate expertise from various coaching models.

COURSE INCLUSIONS

- Level I ICF accredited training certificate upon completion of portfolio
- **124 coach training hours**
- 26 x consecutive weeks, one x trainer led 3-hour lesson per week over Zoom
- A personalised Standard Enneagram Report
- Interactive Digital Training manuals (Module 1, 2 & 3)
- Comprehensive Coaching Manual that includes support material to develop as a coach
- 3 x Written assignments (based on self-reflection and personal mastery topics)
- Access to STAR's online cloud-based Learner Management System (LMS)
- E-Learning modules and video content between sessions to support learning
- WhatsApp support group with peer coaches and facilitator

COACHING DEVELOPMENT:

- 4 x Professional coaching sessions
- 4 x Peer Coaching sessions given (you facilitate four coaching sessions with a class peer, to practice the skills taught)
- 4 x Peer Coaching sessions received (you are coached by a class peer to understand coaching from a client perspective and further improve your coaching skills)

MENTORING SUPPORT:

- **5** x Observed Coaching Mentor Sessions (you submit a recorded coaching session of yourself coaching a client, and then receive evidence-based feedback from a mentor coach on the application of your coaching skills and competencies based on ICF standards)
 - **4** x Group Mentor sessions
 - **3** x Individual Mentor sessions
- EXAM**
- 1 x Performance Evaluation (recorded Observed Coaching session)

COURSE FEE

Level I • 2023 Course Fee:

R 90 800.00 including VAT

Early Bird Specials!

Only pay R 84 000.00 including VAT if you pay upfront, two months before the programme starts.

INTERMEDIATE - LEVEL 2 • OUTCOMES, DURATION & INCLUSIONS

AIM OF THE COURSE

To extend and further develop students coaching skills acquired in the STAR Foundation coaching course by introducing additional methodologies, techniques and skills and deepening the understanding of the coaching process and critical success factors. This will enable students to apply practical and theory-based learnings at all coaching and management levels and complete with an ICF Level 2 Coach Training Certification.

COURSE OUTCOMES

At the end of this course, participants should be able to:

- Define and embody integrity and authenticity to self and others.
- Balance mind, body, spirit and emotions in order to create and maintain peak performance.
- Explore self-discipline to realise full potential of self and others.
- Demonstrate enhanced professional and personal relationships and advanced conscious conversations between self and others.
- Clarify and explain required ethical guidelines and professional standards in coaching as governed by the ICF.
- Demonstrate enhanced effective questioning techniques.
- Manage progressive accountability with self and client.
- Consistently and accurately integrate and evaluate multiple sources of information from the Coaching client.
- Facilitate accurate interpretations that help the coaching client gain awareness and reach their coaching goals.
- Demonstrate expertise using extended coaching models and theories including the SCARF Model (Status, Certainty, Autonomy, Relatedness, Fairness).

**NB: Students must have completed the STAR Foundation Level 1 Coach Training Course to attend the STAR Intermediate Level 2 course.*

COURSE INCLUSIONS

- Level 2 ICF accredited training certificate on successful completion of portfolio
- **86,5 coach training hours (210,5 total coach training hours including Level 1)**
- 16 x consecutive weeks, one x trainer led 3-hour lesson per week over Zoom
- Interactive Digital Training manuals (Module 4 & 5)
- 1 x 360 Authentic Leadership Assessment
- 2 x Written assignments (based on self-reflection and personal mastery topics)
- Access to STAR's online cloud-based LMS
- E-Learning modules between sessions
- WhatsApp support group with peers and facilitator

COACHING DEVELOPMENT:

- 4 x Peer Coaching sessions given
- 4 x Peer Coaching sessions received

MENTORING SUPPORT:

- **3** x Observed Coaching Mentor sessions (with individual, written ICF evidence-based feedback)
- **4** x Peer Observed Coaching sessions (you listen to a recorded coaching session from a peer coach and provide evidence-based feedback on the session. This is another way for you as a student to learn and apply coaching skills and competencies when you listen to a coaching session from a 3rd party perspective)
- **4** x Group Mentor sessions

EXAM:

- 1 x Written exam based on ICF definitions, core competencies, code of ethics, and self-mastery essays
- 1 x Performance Evaluation (recorded Observed Coaching session)

COURSE FEE

Level 2 • 2023 Course Fee:

R 52 600.00 including VAT

Early Bird Specials!

Only pay R 49 000.00 including VAT if you pay upfront, two months before the programme starts.

ABOUT STAR LEADERSHIP

STAR Leadership (Pty) Ltd is 100% female owned organisation, formed in 2013 and based in Johannesburg. We have grown into one of South Africa's top coaching and training companies, bringing in the latest global trends in leadership thinking and offering a wide variety of products and services; namely:

- Executive Coaching
- Life Coaching
- Relationship Coaching
- Coach Training
- Leadership & Personal Development Programmes
- In-house Mentorship
- Diversity & Inclusion Programme
- Stress Management Programme
- Powerful Teams Programme
- Psychometric Assessments

We deliver these across the globe, both online and in-person, with delegates attending online from as far a field as France, United Kingdom and the USA. STAR Leadership is a proud member of COMENSA and the ICF.

Our training is designed to significantly impact how you think, decide and act, empowering a real and sustainable shift in yourself by raising your levels of Consciousness, Self-Awareness and promoting genuine Self-Love.

The effect of this programme is a

SHIFT

from the need
to be the best "in" the world,
to a desire

TO BE THE BEST "FOR" THE WORLD.

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