



Integrated Coach Training
FLUXIFY
304 Outcomes
Current as of January 2022



304 Outcomes Syllabus

Course Expectations and Requirements:

This syllabus describes educational expectations for completing 304 Outcomes as a part of the ACC Pathway. If you have questions, please contact Amy Glazer (aglazer@FLUXIFY.net/330.936.3768).

Basic Information:

- 304 Outcomes
- Online via the Integrated Coach Training Platform and asynchronous/on-demand learning.

Number of Coach Specific Training Hours:

4 hours

- 1 x two hour class session (online)
- Two hours asynchronous/on-demand learning, designed as pre-work
- One writing assignment (submitted for review by instructor)

FLUXIFY uses Zoom Meeting for our online training. You can access through the Zoom Meeting app or your browser. Specific links for each course are sent after enrollment through a calendar invite.

Instructor's Name:

Mark Skillings, ACC
mskillings@fluxify.net

Contacting the FLUXIFY Team:

Amy Glazer, PCC
Director of Operations
aglazer@FLUXIFY.net
330.936.3768

Website Description:

The International Coaching Federation's Core Competencies pay a great deal of attention to coach behavior. But how does a coach know if their coaching is getting the results the client wants?

Competency #8 is Facilitates Client Growth, defined as "Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process." In this course, we'll dive deep into strategies to ensure your client makes the progress they have in mind. We'll look at parallel lenses to ensure that client results are observable, measurable, and trackable so that you not only serve your client but ALSO raise the likelihood that you'll get re-hired!

4-hour short course / Delivered in Blended Learning format
1-120 minute live session and 2 hours of asynchronous/on-demand learning

Training Language: English

Instructor: Mark Skillings, ACC or a member of the FLUXIFY Training Team

304 Outcomes covers the following ICF Core Competencies:

- #2 Embodies a Coaching Mindset
- #4 Cultivates Safety and Trust
- #5 Maintains Presence
- #8 Facilitates Client Growth

Course Objectives:

The objectives for this course are:

- Explore the difference between coach-driven questions and client-driven questions.
- Master strategies to shorten questions.
- Identify opportunities to push deeper based on client readiness.
- Connect listening skills with opportunities to ask powerful questions.
- Focus coach development on asking open-ended questions.

Required Student Resources:

To successfully complete 304 Outcomes you will need:

- A reliable internet connection
- A reliable telephone
- An email address
- Word processing software to submit final assignments in Microsoft Word format

Course Schedule/Outline/Calendar of Events:

304 Outcomes format: online for 1-120 minute session and 2 hours asynchronous learning. Format includes follow up assignment

304 Outcomes begins online 3-5 times per year on average.

Course Outline:

Session	Class Focus	Follow Up Assignment
1	Where are we looking?	
	How do we know if it's working?	
	Working on Who's Terms?	
	Questions as the Heart of Coaching	Journal Assignment (15-45 Minutes)

All assignments must be submitted to the Instructor within 30 days of the final class.

Criteria for Grading:

304 Outcomes is conducted on a pass/fail basis.

You will pass 304 Outcomes if:

- You attend the required 1 live course session and participate in class discussions
- You watch the asynchronous on-demand learning
- You submit your writing assignments demonstrating comprehension and application of the material

Attendance Policy:

304 Outcomes is a Short Course (4 hours) in Integrated Coach Training.

The attendance policy for Short Courses is as follows:

- 100% attendance to the live session and completion of the asynchronous training is required.
- If you miss more than 10 minutes of the live session, you will be required to attend the live session at a future offering in its entirety.
- No recording review to make up a session is available.
- Failure to meet these criteria will result in your Short course being marked incomplete.

Suggested Bibliography:

Reitz, Jonathan. Coaching Hacks. Cleveland, OH CoachNet Global LLC. 2017

Whitmore, John. Coaching for Performance. Hoboken, NJ Pfeiffer & Company. 1992.

Whitworth, Laura; Kimsey-House, Henry; and Sandahl, Phil. Co-Active Coaching. Boston, MA. Nicholas Brealey Publishing, 3rd Edition 2011.

First Taught:

- January 2022

Syllabi on Learning Platform:

- The downloadable syllabi presented online shall contain the date of last update.