

	International Association of Coaching-Institutes (ICI)	ICI- Standards & Curricula	Login for Members
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ICI-Standards for Coach Certification

Curriculum Coach

1. Duration of training

a) minimum of 220 hours of training in a minimum of 30 days including 20 hours of guided, supervised field experience.

130 hours in a minimum of 18 days that were part of an NLP-Practitioner Training are accepted as part of this training.

b) minimum of 10 hours of individual or group supervision.

c) added at least 3 coachings provided for colleagues and 3 coachings provided by colleagues.

The focus of the first coaching session is clarification and agreement, the focus of the second session is process, intervention procedures, and practice transfer, and the focus of the third session is completion, impulses for self-management and evaluation.

d) added at least 3 coaching sessions provided by an external professional coach.

e) added at least 3 coaching sessions for a client who is from the field in which the coach has practical experience.

The focus of the first coaching session is clarification and agreement. The focus of the second session is process, intervention procedures and practice transfer. The focus of the third session is completion, impulses for self-management and evaluation.

f) plus adequate reflections, case documentation and coaching concept in writing.

The additional requirements listed from 1. b) to f) can also be met by an additional 6 days of training with an additional 45 hours of courses of relevant material.

g) minimum age at the time of certification: 25 years.

2. The training includes the development of a coach concept.

Coach concept:

- coach profile
- field competence
- coaching concept
- assessment of market
- modalities of coaching
- personal network, advanced training, supervision and self-evaluation

3. Process contents of coaching

- client acquisition
- positioning of coach
- role security
- first session (clarification of outcome, agreements and psychological contract)
- coach responsibility and legal matters
- reflection over the relationship between coach and coachee
- reflection over the relationship between client (if not identical with coachee) and coach
- collection of information and clarification of outcome
- handling of goals
- strategies, methods, interventions
- ecology
- transfer in practice
- goal oriented use of analog and digital communication
- feedback and correction
- structuring of single sessions and of the overall process
- process coordination in regard to the neurological levels
- flexibility in stuck-state situations
- recognition of limiting presuppositions and limiting beliefs
- self-reflection of the coach
 - coaching attitude
 - coach state management
 - coach profile
 - field competence
 - coach concept
 - limits of coaching
 - recognition and creating of the form of relationship
 - differences between coaching and counseling and therapy

- coaching formats from the NLP-Practitioner training
- coaching formats from other psychological schools (humanistic psychology, cognitive psychology, process-oriented psychology)
- flexibility in interventions
- communication of psychological knowledge (active mechanisms in coaching sessions, inner attitude of the coach, explanations and metaphors, feelings, resources and goals, self-concept)
- social psychology
- clinical psychology
- conflict coaching
- ambiguity tolerance
- systemic thinking and assessment
- hidden agendas and systemic entanglements
- emotional resonance phenomena
- language as an instrument
- evaluation and success controlling
- preparation of self-coaching and closure

4. Basic knowledge in conflict management

- conflict theories
- working with conflicts
- potential of conflicts
- costs of conflicts
- conflict resolution strategies
- crisis management
- stress reduction programs, change of perspective, principle of proactive initiation, handling of strong emotions, recognition of interaction effects and feedback circuits...
- conflict coaching for teams, two-person groups, leaders

5. Methodical competence and expertise

Integration of NLP-models with other useful coaching systems and methods.

For instance:

- dialogue techniques
- Farelli
- systemic methods
- Mindell (process-oriented psychology)
- question techniques
- setting management

- CI process
- development of guiding principles
- delegation techniques
- feedback tools
- motivation techniques
- conflict management
- mediation techniques
- “organization theater”
- analysis of strengths, weaknesses, and potential
- mentoring
- tutoring
- trance techniques
- stress reduction procedures

6. Supervision, self-reflection, and personality development

- writing of case documentations
- analysis and change in regard to long-term processes
- capability for self-reflection
- supervision (by colleagues)
- goal oriented expansion of one’s own model of the world
- capability for creating personal balance and stress management
- integration of inner conflicts
- personal congruence and authenticity
- development, learning, and application of new strategies
- transfer of experience to new assignments and contexts

Contents of the Coach Certificate

The Coach certificate must include the following:

- 1. Statement that all ICI guidelines have been fulfilled**
- 2. The ICI seal**
- 3. The duration of the course with precise information regarding training days and hours**
- 4. Date of the first and last day of the course**
- 5. Signature of the Master Trainer**
- 6. Title: Coach**



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[Impressum](#)