



CMI LIFE & LEADERSHIP COACH TRAINING 2010

The CMI Life & Leadership Coach Training 2010 program is comprised of the first 5 modules of CMI's professional level Mission Coach Training program. To help fund that program, CMI is opening that training to a limited number of trainees who primarily want to use what they learn with non-missionary clients. The LLCT2010 is designed to provide 100+ hours of professional-level instruction in Life & Leadership coaching, plus 16+ hours of supervised, hands-on experience with feedback and troubleshooting support. You'll enjoy working with top-notch trainers and learning together with senior ministry leaders, receive a wealth of excellent coaching materials and have the opportunity to be coached one-on-one for your own growth, personally and as a coach. As you begin actual hands-on coaching, CMI will provide supervision, coaching support and ongoing continuing education opportunities to help you coach effectively and keep growing in your abilities. And....because we are training as a non-profit, the cost is considerably lower than comparable coach training programs.

⇒ **APPLICATION DEADLINE: 23 August, 2010**

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What You'll Learn – Benefits & Skills

Coaching is the set of relational influence skills used to help people grow without telling them what to do. This emphasis on drawing the answers out of the coachee and his/her relationship with God makes coaching a great transformational tool. When those you are coaching come up with the solutions, you avoid the problems that occur when you offers "fixes" that worked in your own life but may not work in the coachee's. Some of the benefits and skills that will be covered are:

The Core Coaching Competencies:

- ☑ Embracing and operating out of the coaching value-set
- ☑ Understanding and using a transformational model to guide the coaching process
- ☑ Gaining commitment and maintaining motivation for change
- ☑ Creating awareness through intuitive listening and asking of powerful questions
- ☑ Goal-setting and action planning in
- ☑ Building support structures for change
- ☑ Creating an authentic relational environment quickly
- ☑ ...and more!

Coaching Life Purpose Discovery and Calling Clarification:

- ☑ Understanding Personality assessments, and how to use them to troubleshoot roles, teams and conflicts
- ☑ Assessing the coachee's alignment with their call
- ☑ Identifying and clarifying a life message
- ☑ Creating ideal roles and teams
- ☑ Coaching dreams and dream obstacles
- ☑ Creating life mission, vision and value statements
- ☑ Increasing awareness of stages of calling development
- ☑ ...and more!

Program Overview: 5 Modules

Our training process consists of the first 5 modules of the 7-module MCT Training program, and are conducted over a 10-month period. These 10 months are built around 5 open source training modules developed by Tony Stoltzfus, a leader in the Christian coaching movement and co-founder of an international coach training school (and a CMI board member).

MODULES 1, 2 AND 3: The first two modules cover the **Fundamentals of the Coaching Approach: Core Competencies**, including two days of practice with feedback in an onsite workshop format to hone your skills. A second back-to-back workshop (Module 3) introduces the Myers-Briggs personality typing system and explores **How to Coach with Personality Types**. During the first three months of Module 1, you can choose to also receive one-on-one coaching from an experienced missions coach, giving you the chance to experience what it is like to be coached and to learn by watching a coach work with you. During the Teleclass section of Module 1 you will also meet every other week with a peer coach to help one another practice the new skills you are learning.

MODULES 4 AND 5: These modules cover **Coaching Life Purpose Discovery and Calling Clarification: The basic equipment for life coaching.** We'll extend the listening and asking skills you've already developed into working with life purpose, and give you a broad toolkit for helping people understand and align with their call. During this phase of the training you'll have a weekly peer coaching session with a fellow trainee, and you'll begin coaching at least two other individuals. Starting to coach others during the training increases your retention and gives you a chance to bring your questions back to the trainer.

Learning Formats

- **Teleclasses** - To make participation as easy as possible, teleclasses are used in three of the five modules. This is a format where a small group of trainees call into CMI's phone conference line for instruction, group discussion, coaching demos and live practice time with a coach trainer. The teleclass format allows you to participate from anywhere in the world with a phone or internet connection. CMI's Conference is optimized to facilitate Skype calls as well regular phone calls. (Calling cards, cell phones and Skype are all options, with some being more reliable than others for international participants, depending on circumstances.)
- **In-person Workshops** – The onsite/ in-person workshops provide the invaluable opportunity to do live practice with feedback, and to go deeper in relationship with your fellow trainees. In order to minimize travel time and expense, the workshops will be conducted back to back over a 3.5-day period. Coming to the LLCT 2010 workshop is required. The location is in Colorado Springs, Colorado, USA. (Visit www.CoachingMission.com for the most up to date info.) Travel, food and lodging costs are the responsibility of the Coach Trainee.
- **Individual Study** – Individual reading assignments and related exercises will introduce and reinforce coaching concepts and practices.
- **Group Support & Feedback** - Peer Coaching and other Group Feedback Sessions are used to add synergy, speed and scope to your learning process.
- **One-on One Coaching** – Personal coaching allows you to experience first-hand the impact of coaching. This consists of 6 one-hour sessions conducted every other week from June through September, prior to the start of the Teleclass section of Module 1. Upon completion there is an option to continue this coaching at an additional expense to be determined by the particular coach.

Required Books & Materials*

- *Leadership Coaching*, by Tony Stoltzfus
- *Leadership Coaching Live CD set*, by Tony Stoltzfus
- *Coaching Questions*, by Tony Stoltzfus
- *A Leader's Life Purpose: Handbook*, by Tony Stoltzfus
- *A Leader's Life Purpose: Workbook*, by Tony Stoltzfus
- *Stages in Calling Development CD*, by Tony Stoltzfus
- *Type Talk*, by Otto Kroeger

* - These are the books and materials each trainee will need to obtain or purchase. Additional articles and materials will be provided as part of the tuition. If you would like more information about coaching, there is a large selection of free coaching articles at www.coach22.com/discovercoaching/. You can also view and order many of the course materials at www.Coach22.com.

Course Schedule [* Dates and training elements are subject to change to accommodate improvements in the program.]

| Course | Format [Length] | Projected Dates | Time Commitment (est.) | 1-on-1 Coaching Hrs | Training Hrs (est.) | Supervised Coaching Hrs |
|---|---|--------------------------------|---|---------------------|---------------------|-------------------------|
| Module #1: Getting Started in Leadership Coaching | 1-on-1 Coaching (optional), Teleclasses, Individual Study, Peer Coaching [19 weeks] | 16 September – 5 November 2010 | 4 hours/week | 6 (optional) | 39 | |
| Module #2: Level II Coach Training Intensive | Onsite Workshop: Colorado Springs, CO USA [2 days] | 16 - 17 November 2010 | 7 hours/day | | 15 | |
| Module #3: Myers-Briggs Personality Type | Onsite Workshop: Colorado Springs, CO USA [1.5 days] | 18 – 19 November 2010 | 7 hours/day | | 11 | |
| Module #4: Coaching Life Purpose Discovery + Coaching Practice | Weekly Teleclass, Individual Study, 1-on-1 Coaching - [8 weeks] | 29 November – 4 February 2011 | 4 hours/week [2 week break for Christmas] | | 24 | 8 |
| Module #5: Coaching Calling Discovery + Coaching Practice | Weekly Teleclass, Individual Study, 1-on1 Coaching - [8 weeks] | 14 February – 8 April 2011 | 4 hours/week | | 24 | 8 |
| | | | Total Hrs | 6+ | 113+ | 16+ |

Trainee Requirements (5)

1. **Trainee Qualifications** - We are primarily looking for: (1) those who have a passion for developing and empowering others, especially leader. The ideal candidates for this training would be those who:
 - Have a passion for developing and empowering others, especially leaders.
 - Possess the flexibility to learn a coaching methodology that listens and asks rather than instructs and advises.
 - Can recruit their own coaching clients through their sphere of influence.
 - Are willing to make a 10-month commitment to training and part-time coaching under CMI's supervision. [Note: Any existing organizational affiliation may continue.]
2. **Application & Screening Process** – There are a limited number of places in this training, so interested applicants should not delay. You may access an application at: www.CoachingMission.com/LLCT2010.htm. Once all the application elements are received – (1) completed application, (2) application screening fee, and (3) confidential references – they will be forwarded to the CMI Screener assigned to you. Your Screener will set up an interview with you, and in some cases with your confidential references. Those that meet our requirements and are recommended by their References and CMI Screener will be accepted. The estimated time commitment for each module required from you is laid out in the course schedule (see above).
3. **Technology Availability** - To participate throughout the course you must have the ability to access the internet reliably, print downloaded exercises, have an active Skype account (free download), and to call into Teleclasses or other Group sessions over a CMI's conference line from wherever you are located. Teleclass sessions will be recorded for later listening in the event of sickness, technical problems or unavoidable scheduling conflicts.
4. **On-site Workshop Participation** - Participation in the onsite, back-to-back Workshops is required. Related food, lodging and travel expenses are the responsibility of the Trainee and are in addition to Training fees.
5. **Supervised Coaching** – In Modules 4 & 5, each LLCT trainee will be expected to recruit and to be coaching a minimum of 2 coachees for a minimum of 8 sessions each, with at least one being coached through the Life Purpose Coaching Process.

Program Fees

LLCT2010 (MCT Phase I) Modules 1 - 5 — Core Leadership & Life Coaching Skills*

- o **Screening Application Fee: US\$50** - The screening application fee is nonrefundable, and if accepted, will be applied to the Trainee's total tuition. Once payment is received, the candidate's application will begin the screening process, which typically will be completed within two weeks.
- o **Tuition, Materials & Coaching: US\$1945.00 without Coaching, due by 1 September.** This program is comparable to what a professional Christian coaching school offers for around \$3900. CMI's tuition fees for the first 5 module/10-month core training program is US\$1995, plus US\$141 for books and materials, and one-on-one coaching fees of US\$360 (optional). See website and/or Application for payment details. Failure to make payment by the due date indicated may result in having your place in the course assigned to someone on the Waiting List.
- o **How can we do this for such a low cost?** - The reason we can do this for such a low cost is that CMI is a non-profit, and the trainers and coaches are either volunteering their time or significantly reducing their fees to invest in world missions through CMI. Essentially, each LLCT trainee who pays to receive professional-level coach training in this program makes it possible for CMI to subsidize the training of two experienced missionaries, who will then coach other missionaries and national leaders on the field. An investment in your own coach training through this program can also make it possible for as many as 40 or 50 missionaries to receive coaching through the 24-months of the MCT program that would not have received it otherwise. Essentially, you are investing in missions while investing in yourself and your calling.

* *Travel, food and lodging costs in relation to the on-site workshop are the responsibility of the Coach Trainee. We will try to provide low-cost options when possible in addition to those available in general.*

Certification

- o CMI provides coach training so that more missions leaders may receive high quality, context-sensitive coaching that results in greater effectiveness, stronger personal lives and the fulfillment of their destinies. We do not offer certification. A record of course content, your participation and related recommendations by coaching supervisors will be kept on file for future reference.
- o If desired, individual trainees may seek formal certification directly with the International Coach Federation through their portfolio track, a common certification approach. The ICF list of Core Coaching Competencies is integrated into the Supervised Coaching Evaluation at the end of Modules 5 in order to help assess your growing competencies based on generally accepted professional standards. See the portfolio track at the ICF website – www.coachingfederation.org - for further details.
- o If your organization has any questions regarding the quality of the training you will receive, we recommend you provide them with this course description and direct them to the CMI website – www.CoachingMission.com. We would also be willing to speak directly with anyone concerned, if that might be helpful.

Program Trainers & Resource Specialists



Tina Stoltzfus Horst, MS is founder and Director of Coaching Mission International, and will serve as the Lead Trainer in Modules 2 and 3: Onsite Workshops. She holds coach and coach trainer credentials, and has been coaching mission leaders since 2003. She has expertise with the Myers-Briggs personality type indicator and other personality tools, and travels regularly to provide leadership training and coach training to missionaries in the field. Her background is in therapy and pastoral ministry. She has two adult children and resides with her husband, Gary (also a certified leadership coach), in Goshen, Indiana.



Paul Hillhouse is the Director for the MCT2010 program and will serve as the Lead Trainer in Module 1: Getting Started in Leadership and Life Coaching. He spent 26 years in full-time missions as a leader, trainer, and frontline church planter among unreached peoples in Asia and the Pacific. Coaching was a fundamental approach to staff and indigenous leadership development. He also served as Central and South Asia Coordinator for YWAM Church Planting Coaches. He brings frontline, "in-the-trenches" perspective to cross-cultural and mission coaching issues and has hundreds of hours coaching missionaries and leaders working in a wide range of cultures. Paul is a certified leadership coach who also serves mission and marketplace professionals through his business DiscoveryL3 Solutions (www.DiscoveryL3.com). He works in several CMI coaching projects, and currently resides in Trinidad, Colorado with his wife and children.



Jeff Williams, MA, a certified coach and coach trainer, and a licensed clinical counselor. He serves as President of Grace and Truth Relationship Education, a non-profit marriage coaching and counseling ministry. Along with his wife Jill, they train Christian couples to use coaching skills to strengthen and heal their own marriage and to help other couples. They also write curriculum and articles which have been published in the Journal of Christian Coaching, and books by Tony Stoltzfus and Gary R. Collins. Jeff also directs The Family Coaching Center portion of the Christian Coaching Center, a global community of Christian coaches with different specialties - www.christiancoachingcenter.org. Jeff has worked closely with CMI as a coach to missionary couples, and is currently developing a program to train marriage coaches for on-field missionaries. He currently resides with his family in Maryland, near Washington, D.C.



Tony Stoltzfus will serve as the Lead Trainer in Modules 4 and 5: Coaching Life Purpose & Calling: Discovery, Clarification and Alignment. He is a pioneer in the Christian coaching field and has trained hundreds of coaches. He is author of the open-source materials and many of the required books used in Modules 1-5 of this training program. He helped found an international coaching school and has developed a wide range of training resources used around the world. Tony developed the Christian Coaching Center (www.ChristianCoachingCenter.org), leads a relational network of coaches and serves as a member of the CMI Board of Directors. In addition, Tony does transformational leadership coaching through www.CoachingPastors.com. Along with his family he currently resides in Redding, California.

* Additional Trainers and Resource Specialists will be involved depending on need and availability.

Further questions or comments may be addressed to: MCT2010@CMIprograms.com