

2011

Coaching Mission International



Life & Leadership Coach Training 2011

*Do you have a vision to empower and develop individuals and leaders, but not sure how to get there? Life & Leadership Coach Training 2011 (LLCT2011) is Coaching Mission International's professional level program designed to train and equip you in Christ-centered Life and Leadership coaching skills to effectively serve individuals and leaders. It is comprised of the first 5 modules of CMI's professional level Mission Coach Training program and includes 10 months of high quality distance-learning where you will work with top-notch trainers and learn with veteran missionaries and leaders. The course includes 100+ hours of structured learning involving Teleclasses, Onsite Workshops, Personal Coaching, Peer Coaching, Hands-on practice and Individual Study; plus, 16+ hours of actual, supervised coaching experience with individualized feedback. And....the cost is considerably lower than comparable coach training programs. **If you really want to serve individuals and leaders in a way that can take them to higher levels of effectiveness and fulfillment in their callings, this training may be exactly what you are looking for.***



CMI MISSION COACH TRAINING 2011

“Impacting Nations by Upholding Leaders”

MCT 2011 – Program Description

⇒ **APPLICATION DEADLINE: 30 June 2011** - Applications will be accepted as late as 31 July, but openings in the program are limited. After 30 June, check first at mct2011@cmiprograms.com for openings before applying!

Contents

- **Becoming an Effective Coach**
- **Is this Training for You?**
- **Program Overview: The 5 Modules**
- **Learning Formats**
- **Course Schedule**
- **Trainee Requirements**
- **Required Books & Materials**
- **Application & Screening Process**
- **Program Fees & Payment Schedule**
- **Recognition upon Completion**
- **Program Trainers & Resource Specialists**

Becoming an Effective Coach

Coaching is an ongoing, relational partnership built around a client-driven conversational process that empowers people to achieve growth and change that is important *to them*. Instead of giving advice, a coach applies a set of relational influence skills to draw solutions out of the coachee themselves and their own relationship with God. This client and context-oriented approach makes coaching a great cross-cultural tool. Our training provides foundational and advanced coaching competencies which you can use to:

- ☑ Develop a coaching value-set that fits your belief system and cultural context
- ☑ Foster authentic relational environments that catalyze transformation
- ☑ Assist coachees in clarifying goals and forming effective action plans
- ☑ Broaden perspective through intuitive listening and asking of powerful questions
- ☑ Gain commitment, maintain motivation, and build support structures for lasting change
- ☑ Learn how to provide feedback, affirmation, accountability, perspective shifts, and support in ways that helps others succeed
- ☑ Clarify your own life purpose and calling as you learn to coach others around life purpose themes
- ☑ Identify and overcome internal and external obstacles to growth and change, and dream fulfillment
- ☑ Understanding Personality assessments, and how to use them to troubleshoot roles, teams and conflicts
- ☑ ...and more!

The MCT program has been life changing for me and my wife, in so many ways. We came upon the program through a recommendation from a professional coach, and found that it matches this specific stage in our calling where we want to more powerfully develop the missionaries around us. After launching out, we saw the influence of coaching in helping others to develop strong internal motivation. Besides coaching people individually, we have also been working with various YWAM locations to strengthen their staff and school one on ones. We've also found that coaching is a discipline that has helped to grow our marriage.

- Dave H., YWAM Caribbean, MCT2009

I recommend CMI's MCT training because there is nowhere else I know of where you can be trained in such an important skill as coaching, for so little money, in a format that works for me, by people who care about the impact coaching will have on the world.

- Kerry B., AoG Missionary Care, MCT2010

MCT has given me the opportunity to develop core leadership and communication skills while carrying out my existing responsibilities. The quality is excellent, and the reading and exercises have helped me to grow and develop as a person. The teleclasses and peer sessions are a fun and practical way to apply the principles and grow in coaching competence and confidence. I cannot think of an area where I'm not using what I am learning!

- David A., Europe, MCT2010

Want to read more?
www.coachingmission.com/mct-trainee-feedback.htm

Is this Training for You?

The Life and Leadership Coach Training consists of the first 5 modules of Coaching Mission International's professional-level Mission Coach Training program. We have set aside a limited number of openings for those who primarily want to use what they learn with non-missionary clients, but want to get trained in a culturally enriched learning environment. Your typical fellow-trainee will be one of the following: Former and current missionaries, Mission trainers, Mission pastors, and Business-as-Mission practitioners. If you have a strong commitment to coaching, and want to learn in an environment enriched by diverse cultural experience, the LLCT may be just what you are looking for.

Program Overview: 5 Modules

Our training process consists of 7 modules conducted over a 24-month period. The first 9 months are built around five training modules developed by Tony Stoltzfus, a leader in the Christian coaching movement, author and co-founder of an international coach training school, as well as a member of the CMI Advisory Team.

MODULES 1: Getting Started with Coaching: Core Competencies (M1) – This module consists of an orientation, 6 personal coaching sessions, 7 interactive teleclasses, and 4 peer practice sessions that give you what you need to get started in Life and Leadership coaching. Topics include: Uniqueness of the Coaching Approach, The Heart of a Coach, The Power of Personal Responsibility, The Funnel Model of Coaching, Setting Effective Goals, Engaging Client Motivation, Focusing the Coaching Conversation, Listening for Significance, Increasing Awareness with Powerful Questions, Problem Solving the Coaching Way, Converting Ideas to Action, Creating Support Structures for Change, ...and more.

MODULE 2 & 3: Coach Training Intensive (M2) & How to Coach with Personality Types (M3) – You and your fellow trainees gather from around the world for two back-to-back onsite workshops. Over 5 days you engage in 30 hours of intensive, fun and highly interactive relational learning. In the first workshop you participate in live demonstrations of core skills followed immediately by hands-on practice in triads while being observed by experienced coaches who give you timely feedback to help you hone your skills. The second workshop introduces the Myers-Briggs personality typing system, and trains you to assess, understand, and coach with different personality types. These skills are especially helpful in troubleshooting roles, teams, and conflicts. You may choose between two locations where identical workshops will be conducted: Colorado Springs, USA – Dates: 18-22 Oct 2011; or, Bangkok, Thailand – Dates: 4-8 Oct 2011 (Tentative). [[Final locations and dates to be confirmed no later than 15 June 2011](#)]

MODULES 4 & 5: Coaching Life Purpose (Part I): The Basic Equipment for Life Coaching (M4) & Coaching Life Purpose (Part II): Calling Discovery, Clarification and Alignment (M5) - 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. These modules include 16 weekly teleclasses combined with 16 weekly meetings for peer practice coaching with a fellow trainee. During this phase of the training you'll learn the *7 Question Model*, and *The Calling Journey* timeline. Specific topics will include: Recognizing how design, passions, and preparation relate to life purpose; Increasing awareness of stages of calling development and alignment; Identifying and clarifying a life message; Coaching dreams and dream obstacles; Creating ideal roles and teams; and Creating effective life mission, vision, and value statements. You will also 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

- **Personal Coaching** - Early in the training, personal coaching allows you to see the coaching process modeled and to experience first-hand the impact of coaching. (Optional – Additional cost above tuition.)
- **Teleclasses** - This is a format where trainees call into CMI's Skype-optimized phone bridge line for instruction, group discussion, coaching demos and live practice time with a coach trainer. In order to make participation as accessible as possible, teleclasses are used throughout the training, and recorded for later review. Anyone can participate from anywhere in the world as long as they have access to a phone or internet connection.
- **In-person Workshops** – The onsite/in-person workshops provide the invaluable opportunity to do live, face-to-face practice with feedback from experienced coaches, and to go deeper in relationship with your trainers and fellow trainees. In order to minimize travel time and expense, the workshops will be conducted back to back over a 5-day period. *** *Coming to the MCT 2011 workshop is required* ***
- **Individual Study** – Individual reading assignments and related exercises will introduce and reinforce coaching concepts and practices.
- **Peer Coaching & Troubleshooting Sessions** - Peer Coaching and Troubleshooting and Feedback Sessions are used to add synergy, speed and scope to your learning process.
- **Hands-on Coaching Experience** – In Modules 4 – 5, you will put what you've learned to work in the lives of real clients giving you the opportunity to convert concepts into skilled competencies and coaching confidence.
- **1-on-1 Supervision & Feedback from Experienced Coaches** – In Modules 6 and 7 you will meet regularly for 1-on-1 supervision sessions with a veteran coach to help keep you focused, give you individual feedback, troubleshoot challenges, and keep you moving effectively toward your goal of becoming a highly effective cross-cultural mission coach.

Course Schedule

Course Module	Projected Dates*	Format [Length]	Time Commitment		Personal & Supervision Coaching Hrs*	Training Hrs*	Supervised, Hands-on Coaching Hrs*
			Avg./Wk	Avg./Training Format			
M1: Getting Started with Coaching: Core Competencies	July – Sept 2011	Personal Coaching [6 sessions]	1 hr	1 hr every week (including action steps between sessions)	6 (optional)	25	
	Mid-Aug thru End of Sept 2011 [7 weeks]	Teleclasses [Weekly – 7 sessions]	3.25 hrs to 4.25 hrs	1.25 hrs/session			
		Individual Study & Prep Peer Practice [4 sessions]		2 hrs/week/session ~ 1 hr/week/session			
M2: Coach Training Intensive	Colorado Springs, USA [18-21 Oct]	Onsite Workshop: (see CMI website for location update) [3 days]	5-6 hrs / day	16 hrs		16	
M3: How to Coach with Personality Types		Onsite Workshop [2 days]	7 hrs / day	14 hrs		14	
M4: Coaching Life Purpose (Part I) + Coaching Practice	Early Nov 2011 thru End-Jan 2012	Teleclasses [Weekly – 9 sessions]	4.25 hrs	1.25 hrs/week [3 week break for Christmas]		35	8
		Individual Study & Prep		2 hrs/week			
		Peer coaching		1 hr/week			
		Hands-on Coaching		2 x 1 hr/every 2 weeks			
M5: Coaching Life Purpose (Part II) + Coaching Practice	Early-Feb thru early-Apr 2012	Teleclasses [Weekly – 8 sessions]	4.25 hrs	1.25 hrs/week		34	8
		Individual Study & Prep		2 hrs/week			
		Peer coaching		1 hr/week			
		Hands-on Coaching		2 x 1 hr/every 2 weeks			
Total Hrs					6+	114+	16+

* Dates, locations and training elements are subject to change to accommodate improvements in the program. Bangkok onsite not yet confirmed. You must only attend one onsite or the other, not both. Peer coaching practice sessions are hands-on coaching experience but because they focus on developing coaching skills they are recorded as Training Hours, not Hands-on Coaching Hours.

Trainee Requirements (5)

- Trainee Characteristics** – Applicants for this training should...
 - Have a passion for leadership development and empowering others.
 - Possess the flexibility to learn a coaching methodology that listens and asks rather than instructs and advises.
 - Be able to recruit 2+ coaching clients through their sphere of influence.
 - Be willing to make a 10-month commitment to training and related coaching hours under CMI's supervision. [Note: Any existing organizational affiliation may continue.]
- Technology Availability** - To participate throughout the course you must be able to do the following:
 - Access the internet reliably
 - Download and save files securely
 - Communicate securely by email
 - Print downloaded materials
 - Have an active Skype account (preferably with headset)
 - Call or Skype into teleclasses and any other group sessions over a CMI's bridge conference line from wherever you are located. (Skype, VoIP, regular phones, international calling cards, and cell phones are all options)
- Training Coursework** – Trainees must be committed to completing and tracking all course work – teleclasses, readings and assignments, peer practice sessions - in a timely manner. If a teleclass is missed due to travel or other scheduling conflicts, the downloadable recording is to be listened to as soon as possible, and in the case of a missed peer session, it is to be rescheduled at the soonest opportunity.
- 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.
- Supervised Coaching** – A minimum of 16+ logged hours of supervised coaching with at least 2 clients are required in order to complete the training. At least 8 of those hours must be Life Purpose Discovery coaching hours. Supervision, guidance and coaching support will be provided to help you provide these coaching hours. We also ask that each trainee be open to coaching 1 - 2 missionary clients referred by CMI, if needed.

Required Books & Materials

Following are the books and materials each trainee will need to obtain or purchase prior to the start of the training.

Except where noted these books are authored by Tony Stoltzfus and may be obtained from www.Coach22.com/cmi.html

- | | |
|--|--|
| <input type="checkbox"/> <i>Leadership Coaching</i> | <input type="checkbox"/> <i>A Leader's Life Purpose Workbook</i> |
| <input type="checkbox"/> <i>Leadership Coaching Live CD (set)</i> | <input type="checkbox"/> <i>The Calling Journey</i> |
| <input type="checkbox"/> <i>Coaching Questions</i> | <input type="checkbox"/> <i>Type Talk</i> , by Otto Kroeger |
| <input type="checkbox"/> <i>The Christian Life Coaching Handbook</i> | |

Application & Screening Process

There are a limited number of places in this training, so interested applicants should not delay.

1. Download an application from - www.CoachingMission.com/mct2011.htm
2. Follow instructions for completion and submission.
3. 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.
4. The Screener will set up an interview with you, and in some cases, with your confidential references.
5. Those applicants that meet our requirements and are recommended by their Screener will be accepted, based on available openings.
6. Upon acceptance, you will receive a Letter of Acceptance and Welcome Packet with more info and instructions.

Program Fees & Payment Schedule

As a reflection of CMI's commitment to make professional-level coach training accessible and affordable to those actively engaged in mission, CMI is significantly discounting the standard tuition for the MCT2011 Trainees who meet the criteria outlined in the "Trainee Requirements" listed above.

Program Fees: Summary & Payment Schedule

– Screening Application Fee:	US\$ 50 (due with Application - nonrefundable)
– Payment 1 – Tuition Fee	US\$ 945 (due by 1 July 2011)
– Payment 2 – Tuition Fee	US\$ 1000 (due by 15 August)
– [Optional - Personal Coaching (6 Sessions)]	US\$ 360 (due by 1 July 2011)]

=====	
Total	US\$ 1995 (without personal coaching) ***
Total	US\$ 2355 (with personal coaching) ***

Descriptions, Conditions and Other Program Costs

- **Fees Compared to Other Programs:** Similar training in non-profit and for-profit Christian coach training schools can cost two times as much for the similar level of training.
- **Tuition Fees Payment Plans:** Payment of all Tuition and Personal Coaching Fees is due 1 July. You may either pay the tuition and fees in full by 1 July 2011, or you may follow a special installment schedule provided to make the training more accessible and affordable. In this case you would pay US\$ 1000 by 1 July, and the balance owing by 15 August.
- **How to make Payments:** Instructions for making the various fee payments can be found in...
 - "LLCT2011 Application" for application fee payment instructions; and,
 - "LLCT2011 Welcome Packet" (received upon acceptance), and,
 - Website: www.coachingmission.com/LLCT2011.htm

Failure to make the initial tuition payment by the date indicated may result in having your place in the course assigned to someone on the waiting list. If your payment is delayed for any reason, contact us as soon as possible. We'll do our best to work with you.

- ***** Required Books and Materials:** Books and Materials will cost \$141 (est.) and are an additional expense above tuition.
- ***** Travel, Food & Lodging Costs for Onsite Workshops:** Travel, food and lodging in relation to the on-site workshops are not covered by tuition fees and are the responsibility of the Trainee. In previous MCT Workshops food and lodging combined have cost between \$32 - \$52 per day per single, or \$64 per day per couple. We cannot guarantee such rates but will try to provide low-cost options when possible in addition to those available in general.

Recognition upon Completion

CMI Recognition upon Completion - Upon successful completion of all training requirements and recommendation by your Coaching Supervisor, your achievement will be recognized with the following...

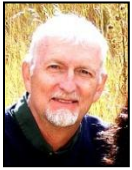
- Certificate of Completion
- Transcript - A record of course content and standards, your participation and related recommendation by MCT Director will be provided at the end of the course, as well as kept on file for future reference. The number of training hours that you have received and the number of Supervised Coaching hours that you have provided will be included in your permanent transcript.
- Reference – CMI will act as a reference as needed.

Answering your organization's questions - If your organization has any questions regarding this training, 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 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 and Module 6: Cross-cultural Coaching. 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 MCT program and will serve as the Lead Trainer in several of the MCT teleclass series. He spent 26 years in full-time missions as a leader, trainer, and frontline church planter among unreached peoples in Asia and the Pacific, including several years 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, is an International Coaching Federation (ICF) Member Coach, and a certified leadership coach through Lifeforming Leadership Coaching. He also serves mission and marketplace professionals through his business DiscoveryL3 (www.DiscoveryL3.com). Paul currently resides in Trinidad, Colorado with his wife, Vanessa, and four children.



Patty Stallings, MEd, is the MCT Coordinator. She has invested the past 15 years living and working in Asia as a cross-cultural educator and trainer, and was part of the first CMI MCT coach training cohort. She brings her experience as a trainer, team leader, member care provider, and educational consultant to the coach training process. Along with developing multiple training components and curriculum resources, Patty has been significantly involved in building networks and community, and is committed to nurturing wisdom in others. Her call centers on "serving the servants", empowering others to thrive in the places and roles they are called to. Patty and her family currently live and serve in Asia.



Jeff Williams, MA, is 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, teleclass trainer and is currently developing a program to train marriage coaches for on-field missionaries. He currently resides with his wife, Jill, and family in Springfield, Ohio.



Tony Stoltzfus is the original architect of CMI's Mission Coach Training program. He has developed a wide range of training resources used around the world and is author of the open-source materials and many of the required books used in Modules 1-5 of this program. As a pioneer in the Christian coaching field he has trained hundreds of coaches and helped found an international coaching school, developed the Christian Coaching Center (www.ChristianCoachingCenter.org), leads a relational network of coaches, and serves as an advisor to the CMI Board of Directors. In addition, Tony runs an online bookstore – www.Coach22.com – and does transformational leadership coaching through www.CoachingPastors.com. Along with his wife, Kathy, and two children he currently resides in Redding, California.

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

For more information, email: MCT2011@CMIprograms.com , or call: +1 (719) 359.8260