



CMI GLOBAL

PROFESSIONAL COACH TRAINING 2012

“Impacting Nations by Upholding Leaders”

PCT2012-South Asia – Program Description

⇒ **APPLICATION DEADLINE: 30 April 2012** - Applications may be accepted after the deadline, however, openings in the program are limited. After the deadline, check first at PCTSA12@cmiprograms.com for available openings before applying!

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Becoming an Effective Coach

Coaching is an ongoing, relational partnership built around conversations that empower people to achieve growth and change beyond what they could achieve on their own. Instead of giving advice, a coach applies simple yet powerful skills to help people come up with their own solutions based upon their own ideas and their relationship with God. This approach, focuses upon the person and the person's context, making coaching a great cross-cultural tool. Our training will give you foundational and advanced coaching abilities which you can use to:

- ☑ Develop a set of coaching values that fit your belief system and cross-cultural context
- ☑ Create authentic relationships that lead to transformation
- ☑ Assist people in clarifying goals and forming effective action plans
- ☑ Broaden your perspective through careful listening and by asking powerful questions
- ☑ Gain commitment, maintain motivation, and build support structures for lasting change
- ☑ Learn how to provide feedback, affirmation, accountability, new perspective, and support in ways that help others succeed
- ☑ Clarify your own life purpose and calling as you learn to coach others around life purpose themes
- ☑ Build a more conscious, biblical model for responding to cultural issues in a coaching relationship
- ☑ Become part of an ongoing international, inter-organizational and relationally-oriented community of like-minded, like-hearted Cross-cultural Missions Coaches
- ☑ ...and more!

“The 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, 2009 Course

“I recommend CMI's 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.”
- Kevin B., AoG Missionary Care, 2010 Course

“This course 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, 2010 Course

Is this Training for You?

This training may be for you if you are a...

- Active Missionary or Christian Cross-cultural Worker - You are on the field and desire to provide high-quality, culturally appropriate leadership and life coaching to your fellow mission leaders as a major expression of ministry
- Former Missionary or Christian Cross-cultural Worker - You have left or are soon leaving your field of service; have at least some base of financial support; want to continue serving your field through coaching
- Missionary Trainer or Mission Pastor - You are responsible for training or providing member care for missionaries within a mission organization, Christian NGO, or local church and you want to support them well.
- Mission Leader/Director - You oversee missionaries or Christian cross-cultural workers and want to apply a coaching approach as a major part of staff and leadership development.
- Business-as-Mission (BAM) Individual or Team - You want to develop skills to launch a Business of Coaching-as-Mission (BCAM) to reach the unreached, or use the skills for national leadership and staff development.

If you do not fit any of the above descriptions, but have a strong commitment to coaching missionaries, contact the PCT Coordinator – PCTSA12@cmiprograms.com - to discuss whether this training might still be appropriate for you.

Program Overview & Schedule Summary: 7 Modules | 24 Months

Our training process consists of 7 modules conducted over a 24-month period. The first 12-months are built around five training modules developed by Tony Stoltzfus, a leader in the Christian coaching movement, author of internationally acclaimed coaching books and materials, and co-founder of an international coach training school, as well as a member of the CMI Advisory Group.

MODULE 1: Getting Started with Coaching: (M1) – Dates: mid-May to mid-July 2012

This module is 3-months and consists of an orientation, 6 personal coaching sessions, structured reading and peer interaction sessions that lay the foundations for getting started in Life and Leadership coaching. [*Total: Personal Coaching – 6 hrs, Supervision Coaching – 2 hrs, Structured Training – 19 hrs*]

MODULE 2 & 3: Coach Training Intensive (M2) & Coaching Personality Types (M3) – Dates: 24 – 30 July 2012

You and your fellow trainees gather from around South Asia and the world for two back-to-back onsite workshops. Over 7 days you engage in 37 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 groups of 3 while being observed by experienced coaches who give you timely feedback to help you sharpen your skills. 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. The second workshop introduces the Myers-Briggs personality type system, and trains you to consider, understand, and coach with different personality types. These skills are especially helpful in troubleshooting roles, teams, and conflicts. [*Total: Structured Training – 38 hrs*]

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) – Dates: August to mid-May 2013

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 line themselves up with their call. These modules include 17 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/visions and their 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 this section of the training helps you apply what you've learned and gives you a chance to bring your questions back to the trainer. [*Total: Supervision Coaching - 4 hrs; Structured Training - 69 hrs; Hands-on Coaching – 42+ hrs*]

MODULES 6 & 7: Cross-cultural Coaching: Challenges, Concepts and Best Practices (M6) & Supervised Coaching and Missions Coaching Issues (M7) – Dates: Mid-May 2013 to mid-May 2014

8 cross-cultural coaching teleclasses, 4 advanced coaching and mission teleclasses, reading and related exercises will add to a "learning-by-doing" approach. You will gain a practical model for recognizing and coaching into the cultural issues that impact the coaching relationship and client challenges. You'll learn the essentials for coaching culture stress and re-entry, and join us in developing an ongoing Cultural Coaching Strategies Handbook. Through supervised coaching you will have the opportunity to develop a high level of skill in the application of coaching into cross-cultural, mission contexts. This client and context-oriented approach makes coaching a great cross-cultural tool. When those you are coaching come up with the solutions themselves, you avoid the problems that occur when a leader from one culture offers "solutions" to a leader from another. These skills will be applied and developed by setting up and coaching mission workers – whether preparing, on the field, or recently returned. Along with regular, 1-on-1 mentoring-supervision by an experienced coach, you will receive additional feedback and troubleshooting support through regular group interaction with other trainees and mission coaches. [*Total: Supervision Coaching - 14 hrs; Structured Training - 46 hrs; Hands-on Coaching – 158+ hrs*]

For more details of the calendar, schedule and average weekly time required, go to: <http://tinyurl.com/pctsa12-schedule>

Learning Formats

- **Personal Coaching** - Early in the training, you will receive personal coaching which allows you to see the coaching process modeled and to experience first-hand the impact of coaching.
- **Teleclasses** - This is a format where trainees call into CMI's Skype-optimized phone conference line for instruction, group discussion, coaching demonstrations 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 in-person workshops will be held in India, providing the invaluable opportunity to go deeper in relationship with your trainers and fellow trainees. You will have face-to-face practice with one another and also feedback from experienced coaches. In order to minimize travel time and expense, the Module 2 and 3 workshops are conducted back to back over 7-day period. *** *Coming to the PCTSA 2012 workshops is required* ***
- **Individual Study** – Individual reading assignments and related exercises will introduce and reinforce coaching concepts and practices.
- **Peer Coaching, Special Interest Groups (SIG), Group Support** - Peer Coaching, Special Interest Groups (SIG), Troubleshooting and Feedback Sessions are used to add synergy, speed and scope to your learning process. SIG's may be formed around any coaching issues. (e.g.- Life Purpose Coaching, Business of Coaching for Transformation, Stress & Burnout, ...)
- **Hands-on Coaching Experience** – In Modules 4–7, you will put what you've learned in Modules 1-3 to work in the lives of real people to help you change coaching concepts into practical skills and build your coaching confidence.
- **1-on-1 Supervision & Feedback from Experienced Coaches** – In Modules 6-7 you will meet regularly for 1-on-1 supervision sessions, including 4 formal evaluation sessions, with a veteran coach to help keep you stay focused, give you individual feedback, troubleshoot challenges, and keep you moving effectively toward your goal of becoming a highly effective cross-cultural mission coach.

Trainee Requirements

1. **Trainee Characteristics** – Applicants for this training must speak English and should...
 - Have a passion for leadership development and empowering others.
 - Have at least 5 years of leadership experience
 - Possess the flexibility to learn a coaching method that listens and asks rather than instructs and advises.
 - Have first-hand cross-cultural and/or mission experience – preferably long-term, but short-term will also be considered.
 - Be able to recruit their own coaching clients through their sphere of influence in missions.
 - Be willing to make a 24-month commitment to training and related coaching hours under CMI's supervision.
[Note: Any existing organizational affiliation may continue.]
2. **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)
3. **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, internet failure or 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.
4. **On-site Workshop Participation** - Participation in the in-person 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** – A minimum of 200 logged hours of supervised coaching are required in order to complete the training. At least 160 of those hours must be "Mission" coaching hours. Qualifying "Mission" coaching hours can be determined as the hours of coaching provided to "mission workers" in any of the following stages or roles:
 - Pre-field** – *Within one year of going to their mission assignment*
 - On-Field** – *Currently on the field in their mission assignment*
 - Re-Entry Stage** – *Within less than 2 years of having left their mission assignment*
 - Indigenous Christian Leaders** – *Must be working cross-culturally, or serving with a mission-focused organization within their home country, or doing pioneer church-planting within an unreached people.*
 - Mission Pastors and other Support Personnel** – *Mission personnel working full-time in support roles in their home country.*
 - Business as Mission (BAM)** – *Leader or member of a team using a BAM approach.*
 - Short-term Missionaries** – *Individuals or groups who are, will be, or have recently served short-term in a cross-cultural mission context outside their home culture.*

During the Modules below, each trainee will be expected to recruit clients and to be coaching a minimum of...

- Modules 4 & 5: 42+ hours – including at least two (2) persons for a minimum of 8 sessions through a Life Purpose Coaching process
- Module 6: 84+ hours
- Module 7: 74+ 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 “mission” 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. Those with a “^K” may also be purchased directly from Amazon.com and downloaded in Kindle digital format.

- | | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> <i>Leadership Coaching</i> ^K | <input type="checkbox"/> <i>Type Talk – or – Type Talk at Work</i> ^K , both by Otto Kroeger |
| <input type="checkbox"/> <i>Leadership Coaching Live CD</i> (set) | <input type="checkbox"/> <i>Ministering Cross-Culturally: An Incarnational Model for Personal Relationships</i> , by Sherwood G. Lingenfelter and Marvin K. Mayers. ^K |
| <input type="checkbox"/> <i>Coaching Questions</i> | |
| <input type="checkbox"/> <i>The Christian Life Coaching Handbook</i> ^K | |
| <input type="checkbox"/> <i>A Leader’s Life Purpose Workbook</i> | |
| <input type="checkbox"/> <i>The Calling Journey</i> ^K | |

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/pctsa12.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 PCTSA 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 PCT2012 Trainees who meet the criteria outlined in the “Trainee Requirements” listed above.

Program Fees: Summary & Payment Schedule

– Screening Application Fee:	US\$ 30 (due with Application - nonrefundable)
– Initial Discounted Tuition & Coaching Fee:	US\$ 965 (due by 1 May 2012)
– Tuition & Supervision Fee:	US\$ 150 /month beginning February 2013 for 15 months
=====	
Total	US\$ 3245 (payable over two-years) ***

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 2 - 3 times as much for the same level of training, with limited or no 1-on-1 time with an experienced coach.
- **Two Payment Plans:** You may either pay the total tuition and fees in full by 1 May 2012, or you may follow a special installment schedule provided to make the training more accessible and affordable. In the installment plan, you will make payments to CMI as described in the Summary & Payment Schedule above. **Note:** Since this is an installment plan, the monthly payment is not indicative of what services may or may not be provided in a given month.
- **To Qualify for the Discounted Fees and Payment Schedule:** You must meet the Trainee Requirements described above and sign-up for the entire 24-month training process. Voluntary early withdrawal from the program will not automatically excuse you from paying the remaining tuition and fees.

Ways to Pay for the Module 6 & 7 Monthly Fees

*The program fees are structured and scheduled so that they could be partially or even fully covered through minimal per session fees received by you from the clients you coach. Receiving a context-appropriate per session fee from those you coach is recommended. It increases clients’ commitment to the process and reinforces that your coaching adds real value. **THIS REALLY CAN WORK!** A current trainee working in Asia has been able to charge very reasonable fees from some of her clients that are more than enough to cover the cost of her Module 6 & 7 fees. While missionaries and leaders that you coach may, or may not, be able to pay something for the coaching you provide, there are other options. We will be available to help you determine what works best in keeping with your individual situation and organizational policies.*

- **How to make Payments:** Instructions for making the various fee payments can be found in...
 - “PCTSA12 Application” for application fee payment instructions; and,
 - “PCTSA12 Welcome Packet” (received upon acceptance), and,
 - Web: www.coachingmission.com/pctsa12.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 \$150 (est.) and are an additional expense above tuition.
- **Travel, Food & Lodging Costs for Onsite Workshops:** Travel, food and lodging expenses in relation to the on-site workshops are not covered by tuition fees and are the responsibility of the Trainee.

Certification & Post-training

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 – This may be issued from CMI Global, or from an alternate legally recognized organization name that does not include the word “mission”.
- Transcript - A record of course content and standards, your participation and related recommendations by coaching supervisors 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.
- Coach Status - You may identify yourself as a CMI-Trained Life Coach, Leadership Coach, Cross-cultural Coach or Mission Coach, depending on what's appropriate to your context.

Professional Recognition and Continuing Development – Some graduates may find that seeking a professional membership or credential may be helpful to them. There are various options available in the coaching profession, and while we do not specifically endorse any particular association, the International Coaching Federation (ICF) is one of the most common. Individual trainees may decide to seek certification directly with the ICF through the Portfolio Track, their most often used certification process. The ICF Core Coaching Competencies are integrated into the regular supervised coaching evaluations in Modules 6 & 7 to help assess your growing competencies based on generally accepted professional standards. If certification is important to you, go to – www.coachingfederation.org - for further details.

Opportunities within CMI – While all PCT graduates are considered part of the CMI family, you may wish to formally associate with CMI for ongoing service and development as a missions-focused coach in one of the following capacities. Each has particular benefits and commitments.

1. Member of the CMI Community of Coaches
2. CMI Associate Coach – requires a minimum of 100 logged hours of *coaching*,
3. CMI Professional Coach – requires 250* logged hours of coaching
4. CMI Master Coach – requires 1000 logged hours of coaching
5. CMI Coach Trainer – completed CMI Coach Trainer Module

* - At this level at least 160 of a coach's logged coaching hours must be “Mission” coaching hours according to the description in the “Trainee Requirements: Supervised Coaching” section above.

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 and Resource Specialists

All lead trainers in the LLCT program are either CMI Professional or Master Coaches and skillful Trainers. Together they represent thousands of hours of coaching experience and many years of cross cultural experience. For more information, or to obtain a list of PCT Program Trainers and Resource Specialists contact: PCTSA12@cmiprograms.com

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