



ShadowLight

G L O B A L

CREATE CLEAR CHANGE™ COACH TRAINING

ICF Accredited Level 1 – Enrolment Details

LEVEL 1



WELCOME!

**THANK YOU FOR YOUR INTEREST IN SHADOWLIGHT'S
LEVEL 1 CREATE CLEAR CHANGE™ (CCC) COACH PROGRAM.**

This training will support you to learn, apply, and experience methodologies that are built on principles derived from the fields of leadership, change, learning, psychology, and neuroscience.

Our International Coaching Federation (ICF) Level 1 Accredited Program was developed to help you become a coach who supports your team or clients for sustained change, stronger communication, and improved personal performance by learning and experiencing coaching skills.



CREATE CLEAR Change™ (CCC) Coach Training: Level 1

THE LEVEL 1 CREATE CLEAR CHANGE™ COACH PROGRAM* WILL PREPARE PARTICIPANTS TO COACH AT THE INDIVIDUAL AND LEADERSHIP LEVEL.

INDIVIDUALS WHO ENROL IN THE LEVEL 1 TRAINING:

- Want to bring coaching skills to support an existing career either in an organization or as an entrepreneur
- Have a desire to integrate coaching skills into their existing expertise
- Are motivated to expand their leadership skills and coach individuals on their team by creating stronger relationships and facilitating positive change within an organization.
- Are looking for accreditation with the International Coaching Federation.
- Are interested in partnering with others to facilitate whole person change, support improved relationships, and generate defined outcomes.

PARTICIPANTS WHO COMPLETE THIS PROGRAM* CAN EXPECT TO:

- Feel confident to coach at the ICF Professional Certified Coach level
- Understand how to use coaching skills on a daily basis either for coaching sessions or organizational change
- Coach successfully with the CREATE CLEAR Change™ model to facilitate change and accountability
- Articulate the value of coaching in their field of choice
- Experience increased self awareness, personal leadership, and communication skills

PARTICIPANTS WHO COMPLETE THIS PROGRAM* CAN LEAVE WITH:

- A minimum of 100 hours of coaching practice
- The Associate CREATE CLEAR Change™ Coach designation from ShadowLight Global
- The CREATE CLEAR Change™ Coaching Skills certificate from ShadowLight
- The opportunity to certify at the ACC Level with the International Coaching Federation* (depending on coaching hours and performance evaluation)

**See FAQs for full details.*

HOW WE ARE DIFFERENT.

Our Level 1 CREATE CLEAR Change™ Coach designation stands unique as a multi-disciplined approach to coaching for transformation and sustained change. You'll learn to support individuals through a change framework that is built on principles derived from the fields of leadership, change, learning, psychology, and neuroscience.

ShadowLight Global's CREATE CLEAR Change™ coaching model is anchored in the framework of Whole Person intelligence™, an embodied and trauma-informed approach to coaching. Through our proprietary process, you will use a consistent methodology of discovery that safely supports an individual to move from where they are now to where they want to be.

Our training will empower you to partner with your clients in ways that allow for deep connection, measurable outcomes, enhanced self-knowledge, systemic awareness, and a reliable system of accountability to drive action, growth, and transformation.

"CREATE CLEAR Change™
coaching recognizes
individual choice and
respects a client's unique
Whole Person intelligence™."

- Lisa Strogal, MCC, CEO
ShadowLight Global



ShadowLight
C O A C H I N G

WHAT TO EXPECT

At the end of this training, you will be an Associate CREATE CLEAR Change™ Coach. Successful completion includes:

- ➔ **66 HOURS OF INSTRUCTOR-LED TRAINING FROM INTERNATIONAL COACHING FEDERATION CERTIFIED COACHES**
- ➔ **17 HOURS OF SELF-LED LEARNING TO ANCHOR COACHING FUNDAMENTALS**
- ➔ **13.5 HOURS OF LIVE COACH SUPPORT: ONE-ON-ONE, GROUP, AND OBSERVED COACHING FEEDBACK**
- ➔ **100 HOURS OF SELF-PACED COACHING PRACTICE**
- ➔ **ALL RESOURCES IN A ONE-STOP, ONLINE LEARNING PORTAL**
- ➔ **THRIVE IN A HIGHLY RESPONSIVE AND SUPPORTIVE LEARNING COMMUNITY**
- ➔ **UNDERSTAND AND EXPERIENCE SHADOWLIGHT'S PROPRIETARY METHODOLOGIES. COMPLETION OF THIS PROGRAM SATISFIES THE FOUNDATIONAL PRE-REQUISITE TO BECOME A LICENSED TRAINER AND DISTRIBUTION PARTNER***
- ➔ **READINESS TO APPLY FOR YOUR ICF ASSOCIATE CERTIFIED COACH DESIGNATION**

***IF YOU ARE INTERESTED IN BECOMING A LICENSED TRAINER AND/OR DISTRIBUTION PARTNER, PLEASE CONTACT US AT COACHING@SHADOWLIGHTGLOBAL.COM**

WHAT OUR LEARNERS HAVE IN COMMON.

TO BE IN SERVICE.

Our learners recognize they have an intrinsic motivation to help and support others. Their mindset and day to day approach focuses on contributing to the needs, growth, and interests of others.

AWARENESS OF THEIR ENTIRE SELF.

Through this program, individuals learn to trust the wisdom of their Whole Person Intelligence™ – spiritual, mental, emotional, physical, and social aspects for themselves. Through this awareness, they welcome the connection of embodied presence using the skills of CREATE CLEAR Change™ listening and intuition.

COMMITMENT TO A LEARNING MINDSET.

Our participants understand the benefits and embrace the CREATE CLEAR Change™ methodology in all aspects of their own life. Embracing this way of being ensures a compassionate learning journey that is self-authored for sustained change in their own transformation to becoming a coach.



LEARNING JOURNEY

SCHEDULING AT A GLANCE

DECEMBER 1 – 6, 2023

PRE-LAUNCH (SELF-LED PREPARATION)

DECEMBER 7, 8, 9; 11, 12, 13, 2023

CREATE CLEAR CHANGE™ LAUNCH (INSTRUCTOR-LED LEARNING)

Key Methodologies, CREATE CLEAR Change™ Coaching and Group Mentor Coaching

DECEMBER 15, 2023 – JANUARY 31, 2024

INDIVIDUAL & OBSERVED MENTOR COACHING

- Submit two recorded coaching sessions for feedback
- Complete two individual coaching sessions with your mentor coach
- Meet two times with your peer learning group for coaching practice

FEBRUARY 1 – 2, 2024

COMPETENCY DEEP DIVE (INSTRUCTOR-LED LEARNING)

- International Coaching Federation competency spotlight review
- Whole Person intelligence™ application
- Evaluation preparation

FEBRUARY 3 – 29, 2024

INDIVIDUAL & OBSERVED MENTOR COACHING

- Submit one (final) recorded coaching session for feedback
- Complete one (final) individual coaching session with your mentor coach
- Meet one (final) time with your peer learning group for coaching practice

MARCH 1, 2024

CELEBRATION & WRAP-UP (INSTRUCTOR-LED LEARNING)

DECEMBER 31, 2024

PRACTICAL APPLICATION

- Complete 100 coaching hours

OUR FACULTY



CEO & FOUNDER, ShadowLight Global & CCC™: Lisa Strogal, MCC, MBA, RYT

As CEO and Founder of ShadowLight Consulting Inc., Lisa Strogal is part of the 4% of ICF Master Certified Coaches worldwide. This expertise blends with over 20 years of leadership and consulting experience at a variety of Fortune 100 companies. She thrived in corporate leadership positions, ranging from the C- suite to the front-line.

Lisa blends her diverse background and knowledge for leaders, teams, and individuals to support Whole Person Intelligence™ for those who are willing to explore and challenge outdated paradigms, belief structures, and assumptions.

Doing the work at the subconscious level, her clients quickly build the competence and necessary awareness required to support goal achievement while integrating change at the conscious level. Her approach to life resonates through her calm, witty, and meaningful interactions.



FACILITATOR & COACH: Martha Sales, BA, CEC, PCC

Martha supports individuals to drive intentional results. She fosters clear understanding on pivotal issues. Her coaching evokes change and propels leaders to act more intentionally: to work by design, not by default.

To her coaching and facilitation Martha brings a strong complement of skills and her enthusiasm. Martha holds a Graduate Certificate in Executive Coaching from Royal Roads University (CEC), Advanced Coaching Skills in Team Coaching, PCC Credential from the International Coaching Federation (with hours for MCC Credential), a Certificate in Human Resources from Ryerson University, and a B.A. from Queen's University.

OUR FACULTY



GUEST FACILITATOR

Dave Jennings, President Learnable Solutions

Dave Jennings is the #1 WSJ Best-selling author of *The Pit of Success: How Leaders Adapt, Succeed, and Repeat* and the President of Learnable Solutions. He has coached and trained leaders at a Shark Tank winner, starts ups, non-profits, government, and Fortune 500s (including Microsoft, Salesforce, Hewlett-Packard, & Intel).

Dave has also provided articles and commentary for *The Washington Post*, *Forbes*, *Thestreet.com*, and *CEO World*. He is an adjunct instructor with University of North Carolina Executive Development Program. Dave's doctoral research assessed change resilience. Dave loves skiing, mountain biking, motorcycling, and playing music with friends.



GUEST FACILITATOR

Dr. Tony Daloisio, Ph.D Org. Psychology

Dr. Tony Daloisio was trained as an organizational psychologist and has practiced in that field for over thirty years. His work with them has incorporated strategic planning and implementation, change management, team development, executive coaching, and executive education.

He was instrumental in developing McKinsey's change management in the early 2000s. Following, he forged a partnership with the late Dr. Stephen R. Covey, author of the blockbuster New York Times bestseller *The Seven Habits of Highly Effective People*, and then his son, Stephen M. R. Covey. Together they developed a consulting practice Principle Centered Leadership and teach *The 7 Habits* course around the world.

ENROLMENT

YOU'VE DECIDED THIS TRAINING IS FOR YOU!

STEPS FOR PROGRAM ENROLMENT:

- 01 Contact coaching@shadowlightglobal.com for an enrolment application.
- 02 After we receive your enrolment application form, we will contact you to schedule an exploratory conversation.
- 03 Once accepted into the program, we will contact you to process payment. The cost of the Training is \$6,500(CAD) or \$4,815(USD).

PAYMENT OPTIONS:

OPTION #1: FULL PAYMENT DUE AT ADMISSION

OPTION #2: 50% DUE AT ADMISSION, THEN 50% DUE AT LEAST 2 WEEKS 2 PRIOR TO THE PROGRAM START.



WHY CREATE CLEAR CHANGE™ COACH TRAINING?

FILIPE DOS SANTOS

Previous Academic Strategy Services -LDAS -
Learning Disabilities Association of Saskatchewan
& CREATE CLEAR Change™ Coach

“The CREATE CLEAR Change™ Coach Training Program has been extremely beneficial to our staff of ADHD coaches. Over the course of the program, I have watched our coaches grow in confidence and coaching skills, resulting in improved outcomes for our clients. As a leader, it has been extremely rewarding to participate in the program with my team and explore learning topics in conversations between sessions. CLEAR Change™ coaching has supported us in our efforts to implement a holistic approach to individual growth and client services.”



ROBIN JONES, LMT, HHC

Emotional Breakthrough Founder, Consultant,
& CREATE CLEAR Change™ Coach

“The CREATE CLEAR Change Coach Training has been a game-changer. As a seasoned coach for the past 13 years, my hope coming into this program was to learn more coaching tools and coaching frameworks/principles to enhance my practice. Little did I know that within the first month I would get my money’s worth and learn a framework that I feel has been missing in the coaching world! Not only are we learning the ethics and competencies from the ICF, but exposed to a variety of expert guests and valuable feedback. The professionalism is next level. I’m grateful my ego listened to my heart on this one - my coaching will never be the same.”



FAQ

GENERAL QUESTIONS

WHAT IS THE TIME COMMITMENT AND STRUCTURE FOR THE PROGRAM?

This course is designed for dedicated professionals and combines both instructor-led and self-led learning. The learning is divided into the following four categories:

- **Instructor-Led Learning:** 66 hours of instructor-led learning and learning journey support. Please see the Learning Journey for specific dates and times.
- **Self-Led Learning:** 17 hours to anchor coaching fundamentals
- **Practice:** Mentor coaching and observed coaching are included in the training hours.
- **Self-Directed Application:** 100 coaching hours are not included in the course hours, but must be completed to obtain an ICF credential and the designation of Associate CREATE CLEAR Change™ Coach. Participants should plan to set aside additional time to find, schedule, and coach clients.

To provide participants with a broad range of support and learning opportunities, the Level 1 Associate CLEAR Change™ Coach Training (ACCCT) utilizes a learning structure of Peer Learning Groups and a Cohort.

1. Pods are participant led learning groups of (typically) three. They provide practice, support, and accountability.
2. The Peer Learning Group is the small “classroom” that will meet for each module. This group will be led by 2 facilitators who support and guide learning application and experience.

WHAT IS THE WORK COMMITMENT OF THE PROGRAM?

Each student will have their own working/study style. The program is designed to give you the depth and experience needed to become a well-trained coach while also working within your busy schedule. As with any program of this nature, you will get out of it what you put into it.

FAQ

HOW DO I BEST PREPARE FOR THE TRAINING?

- Calendar your course time and have a plan to set aside time for facilitator-led learning, self-led learning, and coaching sessions each week.
- Obtain a journal to record your personal discoveries that arise throughout the course (a participant workbook will be provided as well).
- RSVP to instructor-led learning on the events page of the learning platform
- Spend time on the ICF website learning about the Core Competencies and Code of Ethics.
- Consider what you will do to support your whole person during this program.
- Begin to consider how you might get coaching clients to support your 100 hours of applied learning.

WHAT IS THE CREATE CLEAR CHANGE™ COACH TRAINING EDUCATION PHILOSOPHY?

Transformation occurs when approached from the outside-in (adult-learning design principles, experientially-based developmental process for individual/peer learning/cohort and is delivered in an inclusive, psychologically safe way) and the inside-out (explores and transforms personal paradigms/beliefs and there's room and time for discovery and application).

We believe in a learning design that favours experience and practice in a space of trust and safety.

WHAT IS YOUR MISSION AND VISION FOR BEING A COACH EDUCATOR PROVIDER?

We vision a world where coaches discover and trust their unique Whole Person Intelligence™ to enable self-authorship – both personally and professionally.

Our mission delivers an innovative coach education that connects the coach with their WPI™ in a safe and trusted environment.

FAQ

WHAT ARE THE DATES?

The 2023 Cohort will begin in December 2023 - see the Learning Journey page for full timing.

WHAT LANGUAGE IS THE TRAINING OFFERED IN?

Currently, our courses are available in English.

WHAT IS YOUR COMPLAINT OR GRIEVANCE POLICY?

We want you to be fully satisfied with your experience, and we hold you fully capable of advocating for yourself. If you have a complaint or grievance, we encourage you to initiate a conversation to clarify, support, and/or resolve the concern with your facilitator, mentor coach, and/or cohort member.

If you have a concern with ShadowLight or the program overall, please reach out to Lisa Strogal at coaching@shadowlightglobal.com.

WHAT IS YOUR ETHICS, INTEGRITY, AND TRANSPARENCY STATEMENT?

ShadowLight owners, employees, and contractors abide by the ICF Code of Ethics, and strive for integrity personally and professionally. We are open, honest, and straightforward in all of our communications, FAQs, pricing, and policies. We recognize our humanness, and welcome feedback. In the event that concerns arise, please reach out to coaching@shadowlightglobal.com

FAQ

WHAT AM I AGREEING TO IF I ENROL IN THIS COURSE? IN OTHER WORDS, WHAT IS THE PARTICIPANT ENROLMENT AGREEMENT?

We envision a world where coaches discover and trust their unique Whole Person intelligence™ to enable self-authorship – both personally and professionally. Our goal is to combine industry-standard best practices with whole person learning and change to provide coaching education that connects the coach with their own, unique WPI™. We align with the ICF Core Competencies and Code of Ethics and seek to be a contributing partner in this best-in-class coaching community.

At ShadowLight, our intention is to create an inclusive learning environment that acknowledges, respects and honours the uniqueness of the Whole Person intelligence™ (mental, emotional, physical, spiritual, and social layers of self). As part of the ICF community, we ascribe to the core values of integrity, excellence, collaboration and respect. To realize the full potential of the CREATE CLEAR Change™ Coach Training, a safe, trusting, non-judgmental container must be created.

In this learning relationship, you are agreeing to the following:

1. I am committed to abiding by the ICF code of ethics and will keep coach learning conversations private and confidential.
2. I am committed to the time and effort required to complete this course and attend all learning sessions. I plan to complete the program, the accompanying assignments, and complete the coaching hours required for an Associate CREATE CLEAR Change™ Coach designation.
3. I understand and agree that I am fully responsible for my physical, mental, emotional, social, and spiritual well-being during this program, including my choices and decisions. I am open to the learning process and am committed to being an active participant. I will reach out to mentor coaches and/or facilitators as needed.

CONTINUED ON NEXT PAGE...

FAQ

4. ShadowLight assumes no management responsibility for my personal, coaching and/or business decisions or for policies or practices that I implement. Accordingly, ShadowLight will be indemnified and held harmless from any claims, demands, causes of action or litigation including, but not limited to, all costs and reasonable attorneys' fees, which may arise or be incurred by reason of the services performed by ShadowLight or participants who have or do attend its programs or carry its certifications.

5. I understand that I am expected to attend all of the sessions in order to obtain the coaching skills certificate and the Associate CREATE CLEAR Change™ Coach designation, and to receive ICF accredited coach training hours. In the event that I miss a session, I can contact the facilitator, watch the recording and submit the assignment to the facilitator. If I need to miss more than 3 sessions, I may be asked to delay learning until it is a good fit for my schedule.

6. I understand that I am expected to attend all group mentor coaching sessions in order to complete my certification hours and add to the community of learning. If I must miss a session, I will contact the facilitator. My certification may be delayed if I miss a group mentor coaching session.

7. I understand that the instructor-led sessions may be recorded. I understand that some of my coaching sessions will be recorded as part of mentor and observed coaching as well as for any necessary ICF accreditation or audit needs. I agree to these recordings as part of the certification training.

8. I understand that I am committing to my learning as well as the community experience. I will hold others in full esteem. ShadowLight has the right to defer learning and/or ask me to leave the training as it deems needful.

9. I agree to have my email shared with specific third-party vendors who provide the personality assessment I may take as part of this course.

10. I understand that this program is accredited by the International Coaching Federation (ICF).

CONTINUED ON NEXT PAGE...

FAQ

11. Upon successful completion of the training, I can expect to be awarded a ShadowLight coaching skills certificate. In addition, I may be awarded the designation of Associate CREATE CLEAR Change™ Coach depending on my coaching hours and performance evaluation results.

12. I understand the dates for this program.

13. I understand that this program is offered in English only.

14. I understand that unless other agreements have been made, all tuition must be paid 2 weeks prior to the start of the program. I understand that ICF credentialing is separate and the cost of ICF credentialing is NOT included in the cost of the program.

15. I understand that once I enrol into the training, I may cancel before the start of the program and my tuition is fully refundable minus a \$300 (USD) administration fee. Once the program has begun, ShadowLight does not refund tuition, but can work with you to postpone learning to a more suitable time.

16. Participants who complete the CCCT Level 1 course and decide they want to complete the CCCT Level 2 course may transfer credit from their Level 1 course. In this case, participants will have successfully completed all Level 1 requirements within the past 12 months. In addition, participants can expect the following:

- Meet with a ShadowLight advisor
- Register and pay the cost difference of the Level 2 program
- Complete two additional individual mentor coaching sessions during the course (additional fee of \$900 CAD/\$700 USD)

17. Interested participants who wish to transfer hours from another ICF Accredited Coach Training Program will not be recognized as transferable hours into the ShadowLight Level 1 course. Due to the foundational nature of the CLEAR Change™ and Whole Person intelligence™ methodologies, ShadowLight requires that participants must complete Level 1 in its entirety.

FAQ

APPLICATION, ENROLLMENT, & ATTENDANCE QUESTIONS

WHAT IS INVOLVED IN THE APPLICATION?

To enroll, complete our registration form. After we receive your enrolment application form, we will contact you to schedule an exploratory conversation. Once accepted into the program, we will contact you to process payment.

WHAT IS THE PAYMENT PROCESS?

The Program* cost is \$6,500 (CAD) or \$4,815 (USD). After you've been approved for the Program, here is the payment schedule:

Option 1: Full payment due at admission

Option 2: 50% due at admission, then 50% due at least 2 weeks prior to the Program start.

Any tuition options must be received two weeks prior to the start.

PLEASE NOTE: THE ICF CREDENTIAL IS SEPARATE AND THE COST OF CERTIFICATION IS NOT INCLUDED IN THE COST OF THE PROGRAM.

WHAT IS YOUR PAYMENT/FEES POLICY?

ShadowLight Global has a secure payment portal partnership with PayPal and it is set up to take fees from major credit cards. However, participants may contact us to pay via cheque, QuickBooks invoicing, or electronic transfer.

Payment schedule includes the first payment: 50% due at the time of admission and second payment due at least two weeks prior to program start, unless otherwise agreed to with ShadowLight and the specific participant.

Additional payment options include an individualized no interest monthly payment until the cost is covered prior to the start of the program. This may vary in amount, depending on the date of enrolment. It is expected that participants will have paid in 2 weeks before the program begins. Participants may contact coaching@shadowlightglobal.com for payment options not listed on the registration form.

FAQ

WHAT IS THE REFUND POLICY?

Once you are enrolled, you may cancel up to 1 week before the start and your tuition is fully refundable minus a \$300 (USD) administration fee. After the training has started we do not refund tuition, but can work with you to postpone learning to a more suitable time. ShadowLight does not guarantee a “next” cohort. In these cases, tuition credit may be used for coaching services.

WHAT IS YOUR PARTIAL COMPLETION POLICY?

We desire to partner with participants to support a successful learning journey. If a participant is unable to complete their current course for medical or other emergencies, they can enrol in the next offered cohort . If a participant wishes to delay learning for other reasons, they are free to enrol in the next cohort for an additional administrative cost of \$300(USD).

To ensure a positive and safe learning experience for all, participants are expected to resume learning at the beginning of the next course offering. If participants wish to repeat mentor coaching sessions that they have already completed in their first experience, they will be expected to pay an additional fee to cover the mentor coaching cost. In the event that the performance evaluation is all that remains, participants can work with ShadowLight to schedule another evaluation time. Once the course has started, ShadowLight does not offer tuition refunds.

If a participant chooses not to complete the training, ShadowLight will not provide a partial certificate of completion, but would provide a letter of verification that details the curriculum content completed, associated hours, and any other relevant hours such as one on one mentor coaching. In order to receive a certificate of completion, the program must be completed in its entirety.

FAQ

WHAT IS THE ILLNESS POLICY?

In the case of a medical or other emergency, please contact us to discuss how we might support you. In the event that you miss a session for illness or other reasons, you can contact the facilitator, watch the class recording and submit any assignment to the facilitator. If you need to miss more than 3 sessions, you may be asked to delay learning until timing is a good fit. Once the course has started, ShadowLight does not offer tuition refunds.

Due to the difficulty in replicating a group mentor coaching session, participants will be responsible for paying an additional fee to receive a make-up individual mentoring session for group mentor coaching that is missed (\$300CAD) and it will be the participant's responsibility to bring a client.

If a participant is unable to complete their current course for medical or other emergencies, they can enrol in the next offered cohort.* For participants who wish to resume learning, to ensure a positive and safe learning experience for all, specific needs will be reviewed on an individual basis.

*ShadowLight does not guarantee a "next" cohort. In these cases, tuition credit may be used for coaching services.

WHAT IF I MISS A CLASS?

We understand that life is always happening. If you must miss a class, please reach out. We will work with you to make up a session. If you need to miss multiple sessions, we can assess how much you'll miss and perhaps move your learning to a better time.

Another aspect of missing classes means you may miss mentor feedback. Due to the difficulty of replicating a Group Mentor Coaching Session, you will be responsible to pay an additional fee of \$300(CAD) to cover the cost of an individual mentor coaching session should you need to miss a Group Mentor Coaching session.

FAQ

I WANT TO PARTICIPATE BUT DO NOT HAVE INTERNET ACCESS, CAN I CALL IN TO THE INSTRUCTOR-LED LEARNING SESSIONS?

The instructor-led learning sessions are held via Zoom and can not be accessed via the phone. You will want to have camera access, as we will use learning approaches that require camera use.

WILL THERE BE TESTS THROUGHOUT THE COURSE?

We will provide opportunities for reflection as well as assignments that advance learning. We do not have traditional 'tests' that will be graded throughout the course. At the end of the course, you will have a coaching assessment as part of your certification requirements.

CERTIFICATION & COMPLETION:

WHAT CERTIFICATES/CERTIFICATION/DESIGNATIONS CAN I GET FROM THIS PROGRAM?

Participants who complete the Level 1 CREATE CLEAR Change™ Coach Training will have the opportunity to qualify for the following:

- CREATE CLEAR Change™ Coaching Skills Certificate with the completion of the course. No designation is associated with this completion.
- Associate CREATE CLEAR Change™ Coach (ACCC): Completion of the course, minimum of 100 coaching hours and performance evaluation at the ICF ACC level.
 - This will enable you to use ShadowLight's ACCC designation as a form of recognition behind your name. E.g. First Name, Last Name, ACCC (Associate CREATE CLEAR Change™ Coach)
- ICF Associate Certified Coach: Completion of the course, minimum of 100 coaching hours, performance evaluation at the ACC level, and ICF application and testing.
 - ICF credentials must be obtained through the International Coaching Federation (ICF)*

*Further information can be found on the ICF website: www.coachingfederation.org

FAQ

DO I HAVE TO CERTIFY WITH ICF?

You are not required to certify with ICF. However, our course intention is to have you well prepared, should you desire the certification.

DOES SHADOWLIGHT GLOBAL HELP ME FIND EMPLOYMENT ONCE THE COURSE IS OVER?

ShadowLight is not involved in job placement, nor do we guarantee work. However, participants will have great opportunities for networking with each other!

WHAT IS MENTOR COACHING?

The ICF defines mentor coaching as “coaching and feedback in a collaborative, appreciative and dialogued process based on an observed or recorded coaching session to increase the coach’s capability in coaching, in alignment with the ICF Core Competencies.

Mentoring provides professional assistance in achieving and demonstrating the levels of coaching competency and capability demanded by the desired credential level. Mentor Coaching should take place over an extended time (three-month minimum) in a cycle that allows for listening and feedback from the Mentor Coach while also allowing reflection and practice on the part of the individual being mentored.”

In alignment with ICF’s standard, CREATE CLEAR Change™ Coach Training mentor coaches have received a PCC or MCC level coach accreditation with the ICF.

WHAT IS OBSERVED COACHING?

The ICF defines observed coaching as “sessions in which a participant is coaching any client, fellow participant or another person as a method for practicing their coaching skills. Observed coaching sessions are observed by an instructor/observer who is responsible for providing written feedback to the participant, noting the participant’s use of the ICF Core Competencies in the coaching session. These sessions may be observed live or through a recorded session. Observed coaching sessions count as part of the total instructional hours of the program.”

FAQ

WHAT IS AN ACC?

An ACC is an Associate Certified Coach with the International Coaching Federation (ICF). To learn more, visit: <https://coachingfederation.org/credentials-and-standards/acc-paths>

WHAT IS A PCC?

A PCC is a Professional Certified Coach with the ICF. The Level 2 CLEAR Change™ Coach Training Program is designed to certify coaches at a PCC level. To learn more, visit: <https://coachingfederation.org/credentials-and-standards/pcc-paths>

AM I ABLE TO START COACHING AS SOON AS THE PROGRAM STARTS?

Yes! In fact, we encourage you to begin coaching and gather as much experience as possible. You can indicate to clients that you are a student coach. The ICF website has a sample tracker you can download and use.

DOES SHADOWLIGHT PROVIDE COACHING CLIENTS FOR MY COACHING HOURS?

ShadowLight does not provide coaching clients. As part of your learning, you will be able to effectively communicate what coaching is and isn't when approaching people for coaching.

WHO CAN MY COACHING CLIENTS BE?

A coaching client is anyone with whom you have established a coaching agreement. We encourage you to consider the ICF code of ethics when choosing clients who will be a good fit. Visit <https://coachingfederation.org/ethics/code-of-ethics>

FAQ

WHAT ARE COACHING HOURS AND HOW DO I TRACK THEM?

According to the ICF, "Applicants for the ICF ACC, PCC and MCC Credentials must meet designated coaching experience requirements for eligibility.

Specific requirements vary by credential level. ACC candidates are required to document at least 100 hours (75 paid) of coaching experience with at least eight clients following the start of their coach-specific education or training.

At least 25 of these hours (paid or unpaid) must occur within the 18 months prior to submitting the application for the credential."

Existing hours of an ACC can accumulate towards a PCC when all other requirements have been attained. PCC Candidates are required to document at least 500 hours.

As soon as you begin a coach training program, you are able to begin tracking hours towards your goal. The ICF website has a sample tracker you can download and use.

WHAT IS A PERFORMANCE EVALUATION?

A performance evaluation is an opportunity to measure progress of observable coaching competencies. This evaluation takes place at the end of the training.

You will upload a 30-minute recorded coaching session of your choice to the learning platform for evaluation. It is our goal that you will feel very prepared when this moment arrives! We recommend submitting a session towards the end of your program.

The ICF states that "Level 1 accredited providers must administer a final performance evaluation in a formal testing environment. The final performance evaluation must, at a minimum, contain an actual observation of coaching at least one half-hour (30 minutes) to one hour in length which is graded as a final performance evaluation.

The performance evaluation must be graded at or above the ICF Credential ACC level, which is described in the minimum skill requirements for ACC. Participants must receive written feedback/scoring for their performance evaluation that provides information regarding their performance on each of the ICF Core Competencies. Performance evaluation reviewers must hold an ICF Credential at the PCC or MCC level and competently understand the ICF Core Competencies and Code of Ethics."

FAQ

WHAT DO I NEED TO CONSIDER AS I PREPARE FOR MY PERFORMANCE EVALUATION?

First off, please don't stress! You will have many opportunities to practice demonstrating the coaching competencies and will receive feedback and support.

You will also be assigned to a mentor coach who will be able to help you navigate any questions or concerns. In addition, the ICF has stated that "The performance evaluation must be an actual coaching session between you and a paid or pro bono client (not part of coach training). The client may not be a coach unless they are a regular client."

WHAT IF I DO NOT PASS THE PERFORMANCE EVALUATION AT A ACC LEVEL?

You will be well prepared to take the coaching evaluation. In addition, you will be connected with a learning community that can provide support. The CCCT™ provides mentor coaching hours to support a learning experience that engenders trust, expands awareness and creates choice.

If you do not pass the Level 1 CREATE CLEAR Change™ Coach Training evaluation at an ACC level, you will have an opportunity to schedule a subsequent evaluation at an additional charge \$444 (CAD). Contact coaching@shadowlightglobal.com for more details.

HOW DO I CONTACT SOMEONE AT SHADOWLIGHT IF I HAVE QUESTIONS ABOUT THE PROGRAM?

If you have additional questions, please contact: coaching@shadowlightglobal.com

