The eight-month UBC Certificate in Organizational Coaching offers a blend of online and on-site learning, as well as a rigorous practicum that includes mentor coaching, observed coaching sessions and individual and team practice. This approach to learning provides the intense training experience and in-person experiences needed to advance your coaching skills with individuals, groups and teams. Here, at a glance, is how the program is structured.

**The Cohort Approach**
You advance through the program in a cohort of up to 48 students. Together, you form a cohesive learning community that allows you to grow your knowledge and develop skills while fostering creativity, building leadership and encouraging greater success together.

**On-site Learning**
The face-to-face, in-class sessions are designed to provide comprehensive, interactive and experiential learning hours. You practise coaching methodologies and frameworks with classmates, while interacting with instructors, guest instructors, mentor coaches and alumni. You are required to complete pre-readings and assignments prior to attending these mandatory on-site sessions.

**Online Learning**
Over eight months, you contribute, collaborate and complete six modules and four assignments within a moderated virtual classroom and online learning system called Canvas. You can login to check assignments, complete module readings and contribute to a dynamic discussion forum, engage in a personal reflective practice and interact with other students. You should expect to login the online portion a minimum of three times a week, and will benefit from more frequent access.

**Coaching Practicum & Assessment**
You experience, practise and develop coaching competencies first with cohort peers and individual clients, then with teams in an organizational context. Through mentoring, coaching and observed practice, our International Coaching Federation accredited mentor coaching team helps you hone and advance your coaching skills. The program concludes with a one-month coaching engagement with an organizational team. You must successfully complete a final coaching assessment to demonstrate your coaching proficiency and graduate as a UBC Certified Organizational Coach (COC).
**TERM 1: Coaching Fundamentals and Personal Mastery**

By the end of term 1, you will be able to:

1. define personal mastery and develop a personal reflective practice
2. apply a definition of coaching and a personal coaching philosophy that works for you
3. identify core values that inform a vision of self as leader and support ethical behaviour
4. explore and apply a multi-theory approach to human behaviour change in order to formalize a coaching approach and develop flexibility during the coaching process
5. introduce life practices that support body (physical exercise), mind (journalling) and spirit (mindfulness practice)
6. incorporate narrative techniques, metaphors and values to strengthen a coaching relationship.

**TERM 2: Organizational Context and Advanced Coaching**

By the end of term 2, you will be able to:

1. understand how coaching skills and processes can enhance team effectiveness, leadership development and positive organizational change
2. develop a personal coaching framework that addresses core competencies and ethical practice in relationship to leadership development and organizational context
3. develop knowledge and skills to facilitate groups, build team stability and enhance learning conversations
4. apply systems thinking and mapping for organizational coaching
5. describe how a coaching approach applies to organizational culture
6. learn specific assessment tools aimed at developing team agility and strength
7. address conflict, change and other tricky interpersonal situations with confidence.
By the end of the practicum, you will be able to:

1. engage a specific coaching model and process that provides a structure for the coaching conversation
2. clarify what is required in specific coaching interactions and the coaching process, and define key elements needed to establish trust within a coaching relationship
3. practise core coaching competencies from contracting the coaching agreement, to completing and closing of the coaching relationship (full-cycle coaching)
4. build coaching confidence through mentorship, peer practice, clients and observed evaluation
5. experience and deliver a team coaching engagement and apply professional coaching skills to individuals and teams within an organizational context
6. demonstrate proficiency in one-on-one, group and team coaching skills, including setting the foundation, co-creating the relationship, communicating effectively and facilitating learning and results.

What our graduates say about the UBC Certificate in Organizational Coaching

“IT has been a catalyst for me becoming more self-aware and open to learning in many different ways. [This] program has helped me open new doors, and now it’s up to me to walk through them.”

Ania Bureacenco,
Coaching Team Lead
Predictable Revenue

“The program has given me a wealth of wonderful new skills that I have already begun to use at my place of work. I feel like my ability to empower staff to find their own solutions through coaching has grown in leaps and bounds.”

Julie Hannaford,
Deputy Chief Librarian
University of Toronto Libraries

“The UBC Organizational Coaching program has been integral to my growth and success as a coach. It was comprehensive and rigorous, and equally balanced with support from the faculty and mentor coaches. As an entrepreneur in the field of coaching, this program was so valuable in accelerating and building my confidence as a professional coach.”

David Ogle,
Founder + Coach,
Dose Performance Coaching

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