

## UTD Video interview Qs

### Graduate Certificate in Executive and Professional Coaching

#### 1. What kind of content are you covering in the coaching program?

- Our coach training is solution-focused and based on the 4SCF developed by Dr Hicks
- We balance evidence-based theory with practical application, with courses ranging from Cognitive Coaching and Neuroscience to Team Coaching and using Assessments
- As an ICF-approved coach training program, we put heavy emphasis on Coaching Competencies

#### 2. What are the benefits of taking this program from UTD?

- We offer the unique benefit of being the only university-based ACTP coaching program that is 100% virtual
- Our blend of academic rigor and monitored practice creates well-trained coaches that are confident and ready to coach professionally; most are by the time they graduate.
- We partner with national non-profits to match senior leaders with our student coaches during their practicum period – providing real life experience and confidence.
- All our instructors and mentors are highly experience coaches with a full-time practice. They are *doing* coaching, not just teaching it.
- All students are assigned a practice buddy and have access to a variety of additional resources to draw from so they can customize their learning experience.

#### 3. Tell us a little bit about your journey being a coach?

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#### 4. What kinds of people might benefit from the courses?

- People join our program for many reasons and from many walks of life.
  - Transitioning to a career in coaching
  - Coaching within an organization
  - Consultants, trainers and leaders wanting a coach-approach to their work
  - Experienced coaches wanting the academic rigor and value of a university-based certification
  - An interest in an MSLOD
- Whether new to coaching or already experienced, there is something for everyone. The program stretches you from whatever your starting point.

#### 5. What outcomes will students achieve by taking the courses?

- Students leave the program with everything they need to successfully coach executives and professionals.
- Once they have their UTD ACTP certificate and logged 100 coaching hours, students have everything they need to apply for their ICF credential.
- But the biggest outcome our graduates consistently share is how coaching has stretched them as an individual. “Transformational” is a common theme. They can communicate better and have more effective relationships both professionally and personally.

6. What would a “typical” online class look like?

- Classes occur on Mon/Tues/Wed evenings from 5:30 – 7 CT
- We are dedicated to providing a community feel to a virtual learning environment.
  - Classes occur on the WebEx platform, where students participate from anywhere in the world on their computer or mobile device
  - We blend live interaction, chat and small breakout sessions where student can practice what they’ve learned.
  - We have an excerpt of a class on the UTDallas website “Sample a Class”
  - Our students are busy professionals. All classes are recorded so students can make up what they’ve missed (80% live attendance required by the ICF).
- Class resources and assignments are accessed via online eLearning

## NPI Video

- My Introduction
- Purpose of the video – know what you are signing up for
- Purpose of the program – joint value
- What coaching IS
  - **ICF** defines **coaching** as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential
  - Focuses equally on the who and the how
  - Client-generated solutions
- What coaching ISNT – mentoring, training or therapy; isn't about helping the coach
- Responsibilities of the Coach
  - Manage process
  - Ask questions
  - Reflect
  - Support and Challenge
- Responsibilities of the Leader
  - Written agreement
  - Tangible, realistic goal
  - 6 sessions / 3 months
  - Online evaluation
- Process
  - Application by the deadline
  - Assignment & introduction

This is Teresa Pool, the Director of the executive coach training program at UT Dallas. The purpose of this video is to provide you with a good understanding of the nonprofit initiative that you have been invited to participate in. This initiative pairs students in our coach training program with senior leaders in several nonprofits across the country, providing the students with valuable real-life experience and leaders like yourself with free coaching over a period of three months.

The Executive and Professional Coach Training certificate program has been part of the Jindal School of Management at the University of Texas at Dallas since 2005. It is an 11-month program with rigorous academic requirements.

Our students are graduate-level working professionals that are in the final stages of their certificate program. During their practicum period, students are required to coach a leader for six sessions and review the recorded sessions with their mentor to receive feedback for continuous improvement. Before you commit your participation, we want to make sure you have a good understanding of what coaching is - and isn't - and what is required of both you and the coach during the process.

The International Coach Federation defines coaching as “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.” Coaching is *not* traditional mentoring, training or therapy. Coaches are trained to use powerful questions and insightful observation to help their clients come to new awareness and to create new approaches and solutions. It is a goals-based process that is about stretching both The Who and the How of leadership.

The coach is responsible for managing the process, scheduling the sessions, and establishing clear goals with the client. During each session the coach will ask questions, reflect what they heard and challenge the client while supporting them through the desired change. Coaches hear both what you *do* say and what you *don't*, which allows *you* to hear *yourself* in a new and different way!

The leader is responsible for entering into a written agreement with the coach as required by the International Coach Federation and pre-approved by the nonprofit. You as the client come to the process with a tangible and realistic goal that you would like to achieve during the six sessions. These sessions will occur over three months with each session lasting between 30 and 45 minutes. The sessions are recorded and the recordings are reviewed between the coach and their assigned mentor. The session recordings and content are considered highly confidential and will never be shared outside of UTD's coaching program and certainly not with your nonprofit.

Coaching goals vary widely. You may be onboarding into a new role or struggling with one of your direct reports. Maybe time management could use an upgrade or you want to set better expectations with your staff. Some want to have a better relationship with their leader or their board of directors. The coaching space creates this safe environment to brainstorm on new ways of thinking and operating. It gives us a moment to stop and step back and see things differently.

Each coaching session begins with something you would like to explore during that session that will help move you towards this overarching goal that you've defined. Each coaching session ends with a self-assigned action or experiment that you are committed to taking before your

next session. It is this combination of new awareness created during the coaching sessions and the actions taken between them that create the desired change.

After all the sessions are completed, you'll participate in a brief online survey that provides us and your nonprofit with feedback about your experience. It is very important that you remain committed and engaged in the process through completion. This practicum experience and completion of all six sessions is a requirement for student graduation, which is why it is important to us and to you fully understand what you're signing up for and what you have to gain!

If you're interested in coaching after what you've heard today, your next step will be to complete the application using the link in the same email as this video. Allow approximately 4 weeks before the student assignment is made and your coach reaches out for an introduction.

We consider this non-profit initiative to be a win-win for both sides: great experience for our students and free coaching for you. We hope you'll join us!