

**Fielding Graduate University**

Evidence-Based Coaching Certificate Program

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<http://www.fielding.edu/programs/hod/ebcC/default.aspx>

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**What specific theorists have contributed to your coach training philosophies?**

Our coach education methods are rooted in the principles of adult development, specifically those of Robert Kegan and in the principles of adult learning, as put forward by Jack Mezirow. Each of the theories studied in the EBC program draws on the work of key theories in that specific area.

**What delivery method does your program use?**

Face to Face, Virtual

**How many participants are in a program?**

Cohorts average 20-25 learners; we have 3 cohorts per year and 3 concomitant cohorts each term.

**What are the foundational core competencies that your program supports?**

ICF competencies and additional competencies suggested by current research

**Who are your students?**

Our students are professional practitioners in a wide variety of fields, including consultants, therapists, educators, health care providers and other professions. All hold a minimum of a bachelor's degree and many are pursuing the masters or doctorate (or intending to).

**What philosophy(s) does your program use for the personal development of coaches?**

Developing professional practitioners entails cultivating cognitive, behavioral and personal dimensions of the coach. We support student learning and development through structured reflective practice, attention to mindfulness and self-awareness and a university-wide commitment to social justice and equity.

**What do you do to support your students to determine the ROI of a coaching relationship?**

We encourage students to look beyond ROI and develop a repertoire of skills, tools and practices to effectively assess coaching goals, measure progress and identify outcomes and impact. Students develop case studies and learn other methods of documenting and assessing specific to the coaching interventions.

**What kind of support, if any, does your program offer to your learners in developing a coaching business or managing an internal coaching program?**

We encourage peer practice and resource sharing to address the development of a coaching business and offer continuing education courses on business and internal coaching.

**What, if any, are the prerequisites for a student to enter your program?**

Must hold a baccalaureate degree or equivalent.

**What else do you want us to know about your program?**

We are an ACTP program, granting 12 graduate credits toward the masters or Ph.D. degree. Our alumni continue as an on-going community of practitioners and we actively engage current students and alumni in a growing community of practice via newsletters, free webinars, on-line discussion. .