

**Organization Name: Gestalt Institute of Cleveland**

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

Gestalt theorists

Existentialism

Holism

Field Theory

Systems Theory

Phenomenology

Paradoxical Theory of Change

**What delivery method does your program use? (e.g. Face to Face, Virtual)**

Face to Face and Virtual

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

20

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

Gestalt theories and methods along with International Federation of Coaching (ICF) core competencies

**Who are your students?**

We attract participants nationally and internationally with diverse coaching practices and skill levels.

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

Our philosophy is based on a holistic adult development approach.

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

Establishing the coaching contract and outcomes, a self-assessment and a developmental plan at the beginning, middle and end of the Program.

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

Supported in pre-work and intersession teleconferences on the 'Business of Coaching,' reading materials, Discovery and Mastery support groups, ethics of coaching practice sessions, individual development plans and sessions.

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

A degree and professional work experience are preferred.

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

Most of our participants feel they are transformed by their coach program experience, impacting their lives and their coaching careers. Life-long relationships are forged and most graduates maintain contact with their classmates to support their continued personal and professional growth.