

**The Hudson Institute of Santa Barbara**

Coach Intensive Training Program

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

Many, including Robert Kegan, Carl Jung, Martin Seligman, Mihalyi Csikszentmihalyi, Robert Hargrove, Richar Leider, Gerard Egan, Daniel Levinson, Carol Gilligan, Frederic Hudson, Pamela McLean, and others

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

Face to Face, Virtual, A combined approach of in residence training as well as distance learning

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

Typically a cohort is 32-36, twice a year

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

We rely heavily on the ICF Core Competencies, as well as "leading from behind" and managing resistance.

**Who are your students?**

Typically, adults in mid-career who have already established themselves in one career and taking on another skill-set (i.e. coaching). Many HR Managers, Professionals (Lawyers, engineers, physicians, etc.)

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

That the development of self as coach is a foundational and critical element of becoming an effective coach. An ongoing learning agenda is critical to moving up the Robert Kegan levels of development.

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

Modest tools and references to deeper, richer resources.

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

Some mentor coaching and the work that learners do with their own coach. Supplemented by tele-classes.

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

That they complete a four day LifeLaunch program designed to check the fit of the participant to the program and vice versa.

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

Our program is designed to appeal to a learner seeking a rigorous, comprehensive program with both a theoretical and skills-based approach.