

Organization Name: PeopleDynamics Learning Group Inc.

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What are your coach training philosophies?

Our program draws its inspiration from many sources. The models, processes and tools presented in the module are informed by several approaches, including: Positive Psychology (and in particular Positive Organizational Psychology and Positive Organizational Behaviour); Appreciative Inquiry; Emotional and Social Intelligence; Neuroscience and Neuroleadership; Systems theory; Well-established leadership theories (including Authentic Leadership Development and Resonant Leadership); and 4-D Systems framework for effective social climates in teams and organizations.

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

Virtual and Face to Face

How many participants typically attend your program?

For face to face, typical group size is 16-24

For virtual our groups are smaller – 8-12

What are the foundational core competencies that your program supports?

Our program aligns with the ICF and the Worldwide Association of Business Coaches (WABC) Competencies.

Who are your students?

Our program is designed for people in roles that involve coaching, supporting and partnering with managers and leaders to achieve results including:

- Internal and external coaches
- Human Resources business partners
- Organizational Development and Learning specialists
- Consultants and advisors
- Organizational leaders with a significant focus on coaching others

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

We believe that the personal development of the coach is a foundational aspect of developing them as coaches. It is central to our Coaching Advantage™ Framework. Our program is designed with intention to develop the coach's "self" and awareness of the impact of the coach's self in the context of the coaching process and relationship. We place a great emphasis on mindset – that of the coach and client and introduce our ASPIRING mindset model that serves both self-development work and the coaching work of leaders.

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

We work with students to explore value and what it means their clients. We work with students to become skilled at creating mutual understanding of learning and performance outcomes and relevant measures for coaching engagements.

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

Mentorship is provided as part of the program for individual client needs regarding practice management. There is a self-study practice management component to our program. For our in house deliveries of our program, we often consult with the organization in establishing and managing internal coaching programs.

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

7 years working in a business/organizational context

What else would you like us to know about your program?

For participants who are interested in getting a good foundation in business/organization/leadership coaching in compact period of time (4-6 months) this program is an excellent choice. Participants of our programs leave the program with greater confidence, competence and credibility and with awareness that it is a lifelong journey to mastery.