

COURSE DESCRIPTION: 4-WEEK CULTURAL SENSITIVITY COACH TRAINING

I. Course Description

- A. The goal of our 4-Week Cultural Sensitivity Coach Training program is to help coaching professionals: develop their coaching skills around managing biases; incorporate social identity and culture in the coaching relationship to facilitate the coaching process; and how both the coach and coachee's worldview shapes the coaching experience. This course offers a total of 6-hrs of in-depth coach specific-training, mentoring and supervision. Participants who successfully complete the course earn a certification of completion. This is considered an advanced class. Prerequisite for this course is to have completed coach training (preferably Reid Ready® Training [RRPC or RRAC track] or other coach-training specific program (i.e., training that focuses on developing ICF core coaching competencies, and where the training is specifically about coaching, coaching techniques, ethics, and theories or applied science related to coaching).

Participants are introduced to the Cultural Sensitivity Coaching (CSC) approach to learn how to obtain a deeper understanding on how cultural experiences and social identity influence accountability, productivity, and goal attainment. The mission of this course is to improve awareness around the role of culturally sensitive coaching methods and develop the appropriate coaching competencies to effectively use CSC. Dr. Dawn C. Reid describes what CSC means, and its influence on the coach, coachees and sponsors/organizations. She will also cover how to use trauma-informed coaching questions and how to challenge the coachee with care to leverage coachable moments without being insensitive or dismissive of the coachee's cultural or identity landscape.

- B. Participants are asked to be ready to experiment and come with an open mind. We encourage participants to bring examples or personal experiences to the sessions. This course offers the opportunity to practice and develop coaching skills around diversity and inclusion, cultural sensitivity, and social identity.
- C. During the course, participants will receive direct coaching supervision and mentoring, and written feedback by an ICF credentialed coach.
- D. This course is presented in English and delivered virtually via Zoom or phone in real time. The class sessions meet once a week, over 4-weeks. Each session is 1.5 hours in duration.

- E. Lessons may occur earlier or later in the course schedule than what is indicated on the website or syllabus, depending on the Coach Facilitator's lesson plan, and class pace. For example, a topic may be scheduled for one day/session but could continue into the next day's session. Or a topic may be scheduled for discussion over 2 days/sessions but is wrapped up in one.
- F. Included with the course are:
 - 1. Live, hands-on coach-specific training with in-depth topic discussions, and coach supervision and mentoring (1.5 per week).
 - 2. Three-months access to RRLC Site Membership Subscription and continued mentoring or coach-the-coach sessions, and opportunities to secure up to 10 pro bono hours and 30 paid coaching hours.
 - 3. Material and resources for further reading and learning enhancement.

II. Course Topics

- A. Class Discussion Day 1 - Understanding the influence of culture and social identity on decision making. Learning Objectives: by the end of this lesson, participants will:
 - 1. Understand how to describe culture and social identity.
 - 2. Learn how to apply the ADDRESSING Model (Hayes, 2001)
 - 3. Learn how culture and social identity impacts perception, beliefs, and decision making, specifically in coaching outcomes (coaching supervision).
 - 4. Understand what social identity threat is and how can block change and influence behavior.
 - 5. Understand biases and how to manage them.
- B. Class Discussion Day 2 - Introduction to CSC. Learning objectives: by the end of this lesson, participants will:
 - 1. Learn about the necessary ICF Coaching Competencies required to effectively use CSC.
 - 2. Understand the relationship between ICF Ethnical Standards and CSC.
 - 3. Learn the role of empathy without attachment in using CSC (coaching supervision).

4. Understand the application and purpose of CSC (coaching supervision)
 5. Learn how to ask trauma-informed questions that deepen self-awareness, without victim blaming or high jacking the coachee's experience (coaching supervision).
- C. Class Discussion Day 3 - Continuation of Applying CSC techniques in coaching: Learning objectives: by the end of this lesson, participants will:
1. Learn how to challenge with care: reframing and paraphrasing (coaching supervision).
 2. Learn how to use empowering language to create mind shifts (coaching supervision).
- D. Class Discussion Day - Continuation of Applying CSC techniques in coaching: Learning objectives: by the end of this lesson, participants will:
1. Establishing and maintaining focus on the current reality using mindfulness techniques (coaching supervision).

II. ICF Coaching Competencies Addressed

- A. Establishing Trust and Intimacy with the Client.
- B. Powerful Questioning.
- C. Direct Communication.

III. ICF Ethical Standard Addressed

- A. Responsibility to Society.
- B. Responsibility to Practice and Performance.
- C. Responsibility to Professionalism.