

Elevating Coaching Education: Unpacking the New ICF Coach Educator Competencies

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Agenda



**JOB ANALYSIS
OVERVIEW**



**RESEARCH
METHODS**



**COACH
EDUCATOR
DEFINITION**



**COACH
EDUCATOR
COMPETENCIES**



**APPLYING THE
COMPETENCIES**



**OVERCOMING
CHALLENGES**



**ACTION
PLANNING**



**DISCUSSION &
QUESTIONS**

Learning Outcomes

- **Articulate the purpose and framework** of the ICF Coach Educator Competencies and their relevance to the coaching profession.
- **Identify practical strategies** for integrating the competencies into coaching education programs
- **Assess how the competencies can enhance the quality of coaching education** and contribute to the professional development of coach educators.
- **Identify innovative approaches** to using the competencies to address challenges and opportunities in coaching education.
- **Develop an action plan** to incorporate learnings from the session into their coaching education practices, ensuring alignment with ICF's global standards.

Icebreaker

The Challenge



Coaching education has long been important to the coaching profession. As the foundation of coaching, coach educators serve a critical role in the preparation of future coaches.



However, little research on the knowledge, skills, and competencies required for effective practice has been conducted.

Objectives

- Identify the **tasks, knowledge, abilities** and **other characteristics** required for effective coaching education practice
- Use robust research methodologies that reflect industry standards for job analysis
- Develop rigorously validated competency models using seasoned coaching education practitioners to inform each stage of research.

What is a Job Analysis?

“Job analysis is the cornerstone of any sound, legally defensible certification program.”

A job analysis defines and analyzes the **tasks, knowledge domains, skills** and **abilities** required to perform a professional practice safely.

Research Methods



Subject Matter Expert (SME)
Involvement: 70

ICF Coach Educator Competency Model



Identifies the first ever validated tasks, knowledge, skills and other characteristics that are essential for coaching education practice.



Provides clarity for coach educators and their students.



Designed to elevate and increase consistency in the quality of coaching education.

Coaching education: A process involving the sharing of content rooted in relevant theories and current practices, and their comprehensive application. It embraces a partnership between coach educators and learners to impart knowledge, foster the integration of coaching skills, and facilitate the development of learners' identity as a coach.

Definitions

ICF Coach Educator Competency Framework

**Demonstrates
Ethical Practice**

**Engages in
Continuous
Learning &
Development**

**Develops
Curricula and
Programs**

**Creates an
Inclusive and
Effective Learning
Environment**

**Delivers
Educational
Content**

**Provides
Guidance and
Support**

**Assesses
Learning,
Educational, and
Program Success**

Demonstrates Ethical Practice

Definition: Models coaching ethical and professional standards and encourages learners to do the same.

Engages in Continuous Learning and Development

Definition: Engages in ongoing learning and development as a coaching educator

Develops Curricula and Programs

Definition: Designs and implements effective coaching education content and programs aligned with educational goals, relevant standards, and leading practices.

Creates an Inclusive and Effective Learning Environment

Definition: Creates a generative learning environment that promotes belonging through respect and inclusivity of each learners' identity, environment, experiences, values, and beliefs and learning needs.

Delivers Educational Content

Definition: Conveys educational material in an engaging, participatory, and integrated manner to foster positive and impactful learning experiences.

Provides Guidance and Support

Definition: Provides guidance and support to learners to enhance their learning.

Assesses Learning, Educational, and Program Success

Definition: Systematically evaluates and analyzes various aspects of teaching practices, learning, and overall program effectiveness to improve education quality, enhance learner outcomes, and ensure the success of the coaching education program.

Coach v. Coach Educator

Applying the Competencies

- **In small groups:**
 - Discuss your assigned competency and how you might apply it to your work as a coach educator
 - Include additional resources, trainings, or other supports that might be helpful.
- **Take notes on your handout**

1

Demonstrates Ethical Practice

- **Lead with integrity:** Always model ICF's ethical standards. Live them in how you teach, give feedback, and handle confidential or sensitive information.
- **Embed ethics discussions:** Use real-world case studies and role-play scenarios to help learners navigate boundary issues or complex dilemmas.
- **Set clear expectations:** Define confidentiality, roles, and how coaching differs from consulting or therapy at the start of programs.

2

Engages in Continuous Learning and Development

- **Be a lifelong learner:** Share your development journey. Include courses you've taken, coaching supervision you've engaged in, or reflective practices you follow.
- **Reflect regularly:** Build time for you and your learners to debrief. Explore what's working, what's challenging, and what's evolving.
- **Join learning communities:** Participate in peer-learning groups or coaching educator networks. Share those opportunities with learners.

3

Develops Curricula and Programs

- **Back curriculum with research:** Ground your program design in theories and current best practices.
- **Align with standards:** Structure modules around the ICF competencies. Use the competencies as a framework for curriculum structure and design.
- **Use learner-centered design:** Incorporate experiential learning such as demo sessions, reflection circles, and micro-coaching to cultivate applied mastery.

4

Creates an Inclusive and Effective Learning Environment

- **Build belonging:** Acknowledge and honor learners' backgrounds, learning styles, and identities from the outset.
- **Foster safety:** Encourage open discussion, questions, and vulnerability. Normalize mistakes as part of growth.
- **Ensure access:** Use multiple delivery formats such as visual, auditory, group, and solo to adapt to various learning needs and preferences.

5

Delivers Educational Content

- **Engage interactively:** Use strategies such as case studies, peer coaching, and breakout groups rather than lectures to spark participation and reflection.
- **Layer knowledge:** Move from theoretical foundations to practice to integration, reinforcing learning through application.
- **Stay adaptive:** Be ready to pivot based on learner responses. Adjust pacing, add clarifying examples, or revisit key concepts as needed.

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Provides Guidance and Support

- **Offer tailored feedback:** Provide coaching on both content and delivery. Point out strengths and areas for reflection.
- **Use mentoring models:** Debrief practice sessions one-on-one or in triads. Employ reflective questioning to co-develop learner insight.
- **Create support structures:** Encourage peer coaching partnerships or mentors for long-term development beyond formal training.

Assesses Learning, Educational, and Program Success

- **Use multiple measures:** Blend assessments such as self-reflection journals, peer and self-evaluations, direct observation, and practice recordings.
- **Review outcomes:** Gather learner feedback and outcome data. Examples include credentialing pass rates, confidence metrics, and application success to refine your program.
- **Reflect and iterate:** Schedule program reviews and evaluate what's working and what could improve. Iterate on your design with data-informed approaches.

Overcoming Challenges

- What challenges might you face in applying these competencies to your work?
- What does a coach educator meeting these challenges look like?
 - Show us with your Play-Doh!

Action Planning

- What competency resonates the most with your current practices?
- What specific action will you take in the next 30 days?

Key Takeaways

- The Coach Educator Competencies are a **tool** to enhance your effectiveness as a coach educator
- **Apply** the Coach Educator Competencies into what you're already doing
 - Where are your gaps?
 - What resources might you use to fill them?
- **Continue learning** together by engaging with the Global Knowledge Community on ICF Engage!

Questions?

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What is one word you're leaving with today?



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creative
fast focus inspiration



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CE Competencies_Con...



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