
SATVATOVE INSTITUTE SCHOOL OF TRANSFORMATIVE COACHING

Principles and Practices of Transformative Coaching

COURSE DESCRIPTION AND SYLLABUS

PRINCIPLES AND PRACTICES OF TRANSFORMATIVE COACHING

- COURSE DESCRIPTION

Satvatove Institute provides spiritually-oriented, communication-based coach training for persons determined to make a meaningful difference in the lives of others through professional coaching. This course, Principles and Practices of Transformative Coaching, offers a unique blend of communication skills and powerful transformational methodologies founded on grounded, enlightening spiritual principles. This coaching course provides a special opportunity for a fulfilling career of service to the highest aspirations of humankind.

This coach training consists of 36 2-hour classes. Classes include presentations on specific subject material, as well as instructor demonstrations, student practice coaching sessions, and interactive, participatory, and experiential exercises. Also, between classes students will be expected to read assigned material and engage in coaching practice within specific frameworks explained by the instructor. This format gives the student powerful tools for profound intrapersonal and interpersonal awareness-raising, deep grasp of the principles of effective, transformative coaching, and mastery of the skills, strategies and techniques of the professional coach.

Satvatove coaches are systematic scientists as well as creative artists, expert in directing flow and evoking sublime qualities in people. Through intensive skill development exercises students in this program will equip themselves with technical proficiency to effectively coach individuals and groups. Also, through ongoing personal development the students of the Transformative Communication Model of Coaching continually refine and nourish themselves, enabling them to support and challenge people to fully manifest their capacities.

Students may enroll in the set of the first 12 (24 hours) classes, the first 24 (48 hours) classes, or the complete course of 36 (72 hours) classes. To be eligible for a certificate of completion the student must attend at least 10 of 12 (or 20 of 24, or 29 of 36) classes. A requirement for entering the program is that the student has read Relationships That Work: The Power of Conscious Living- How Transformative Communication Can Change Your Life.

Each set of 12 classes requires a written book report, and book report presentation of about 5 minutes, on a book, chosen by the student, relevant to Transformative Coaching. Also, students are required to arrange for the instructor, or an authorized representative of the instructor, to observe and evaluate two coaching sessions, or recordings of two coaching sessions, conducted by the student. The first of these sessions should take place between classes 8 and 10 of each 12 class section, and the second should take place between classes 10 and 12 of each 12 class section. For the student to receive a certificate of completion requires that the second session demonstrates coaching skills representative of at least a minimum level for that part of the course.

PRINCIPLES AND PRACTICES OF TRANSFORMATIVE COACHING- COURSE SYLLABUS

CLASS 1: INTRODUCTION TO COURSE STRUCTURE AND PHILOSOPHY OF TRANSFORMATIVE COACHING

- Welcome
- Logistics
- Philosophy of Transformative Coaching

Reading Assignments- Relationships That Work: The Power of Conscious Living (RTW)- Part I: Spiritual Principles of Personal Growth; ICF Code of Ethics; Satvatove Institute Values, Principles and Codes

CLASS 2: ICF AND SATVATOVE ETHICS, STANDARDS OF PERSONAL CONDUCT, AND CORE COMPETENCIES

- Ethical Issues in Coaching
- Confidentiality
- Personal Conduct and Professional Coaching
- Coaching, Counseling, and Psychotherapy

CLASS 3: COACHING CONTEXT, CLIENT SELF-DETERMINATION, AND CLIENT AGENDA

- Permission to Coach
- Client Self-determination
- Client Agenda
- Referrals

Reading Assignment- RTW- Part II: Transformative Communication: Creating Sacred Space

CLASS 4: NON-VERBAL AND PARALINGUISTIC COMMUNICATION, AND ROADBLOCKS TO EFFECTIVE COMMUNICATION

- Non-verbal Communication
- Paralinguistic Communication
- Telephone Applications
- Recognizing Client Energy

CLASS 5: ACTIVE LISTENING I

- Potential Roadblocks to Effective Communication
- Essential Principles of Active Listening
- Establishing Trust
- Fostering Client Empowerment
- Self-correcting Process
- The Power of the Mirror

CLASS 6: ACTIVE LISTENING II, INCLUDING RECOGNIZING AND MATCHING ENERGY

Summarizing, Clarifying, Paraphrasing
Recognizing and Matching Energy
When Not To Match Energy
Feedback

CLASS 7: QUESTIONS FOR AWARENESS-RAISING AND CONCRETENESS, AND THE PLACE OF CURIOSITY AND INTUITION IN THE COACHING PROCESS

Open- and Closed-ended Questions
Powerful Questioning
Curiosity- Uses and Misuses
Intuition: Powers and Perils

Reading Assignment- RTW Part III: Be-Do-Have: A Paradigm for Conscious Living

CLASS 8: ALTERNATIVE PERSPECTIVES, SELF-AWARENESS, AND CREATING AWARENESS FOR THE CLIENT

Alternative Perspectives
Creating Awareness
Grungies and Payoffs

CLASS 9: FEEDBACK AND IMMEDIACY IN THE COACHING CONVERSATION

Feedback (continued)
Self-awareness in Coaching
Coaching Presence
Immediacy (you-me talk)
Modeling Interpersonal Skills

CLASS 10: COACH SELF-DISCLOSURE AND CLIENT CHALLENGE

Coach Self-disclosure
Challenge

Reading Assignment: RTW Part IV: Realizing the Power of Conscious Living

(Book Reports Due)

CLASS 11: ACCOUNTABILITY, SMART GOALS, AND PACT CREATION

Action-planning
Accountability Structures
Commitments, Aspirations and Interests
SMART Goals
Personal Achievement Compact (PACT)
Celebrating Achievements
Between Sessions- Creating Awareness

Between Sessions- Forwarding the Action
Book Reports

CLASS 12: TIME MANAGEMENT AND INTEGRATION OF SKILLS AND PRINCIPLES

Book Reports
Time Management in Coaching
Interrupting
Closure
Integration

CLASS 13: THREE GUNA FRAMEWORK FOR TRANSFORMATIVE COACHING

Guna Psychology as a Foundation for the Transformative Coaching Model
Sattvic Awareness and Moving Towards Balance
Applications

Reading Assignment- Changing For Good by Prochaska, Norcross and DiClemente- Read this book before Class 19.

CLASS 14: ACTION LEADING TO INSIGHT, AND INSIGHT LEADING TO ACTION

Insight Leading to Action
Action Leading to Insight

CLASS 15: GRUNGIES, PAYOFFS, AND PERSONAL RESPONSIBILITY

Experiential and Emotional Accountability: We Can't Change What Happened; We Can Change What's Happening Now- A Further Exploration of Grungies and Payoffs
Practical Personal Responsibility: How Did It Happen?
Spiritual Responsibility: How Come It Happened?

CLASS 16: ADVANCED EMPATHY AND METAPHOR

Advanced Empathy in Various Forms
Metaphor
Genuineness in Professional Coaching

CLASS 17: BE-DO-HAVE, SELF-DEFEATING BELIEFS, AND THE PRINCIPLE OF SUBTLE LEADING TO GROSS

Paradigms of Life: Be-Do-Have as a Platform for Sattvic Living and Coaching
Self-Defeating Beliefs
Subtle Leading to Gross

CLASS 18: CONSCIOUSNESS IN THE RESULT AND CLEAR INTENTION

The Principle of Intention
Consciously Utilizing the Principle of Intention
Transforming Obstacles Into Considerations; Coaching Strategies and Applications

CLASS 19: LAPSING AND RELAPSING: STRATEGIES FOR AN ONGOING SPIRIT OF DISCOVERY

Lapses as Catalyst for Self-realization and Discovery
The Spiral of Growth
Compassionate, Committed Non-attachment and Lotus-like Consciousness

CLASS 20: ETHICAL ISSUES FOR THE PROFESSIONAL COACH

Further Examination of Issues Including Potential Conflicts of Interest, Confidentiality, and Concerns Related to Personal Conduct
Boundaries
Dual Roles Connected with Multiple Professional Credentials
Case Scenarios

CLASS 21: RELATIONSHIPS WITH SUCCESS AND WINNING

Paradigms of Success and Relationships With Winning
Transcending Conditioning and Stepping Out of Our Past; Coaching Applications

CLASS 22: INTEGRITY AND RELATIONSHIP WITH OUR WORD

Agreements and Personal Integrity

Coaching Strategies to Create Awareness About Effects of Honored and Violated Commitments

Visualization Exercise

Visualization in Coaching

Challenging and Realistic Goal-setting in the Coaching Process

Accountability

(Book Reports due)

CLASS 23: EMPATHIC DIALOGUE, WIN, AND THE COACH AS COMMUNICATION TRAINER

Principles and Practices of Communication Training

Empathic Dialogue

WIN as a Structure for Assertive Expression

Withholds

Inspirational and Constructive Feedback

Book Reports

CLASS 24: BETWEEN COACHING SESSIONS, CELEBRATING SUCCESS, AND APPRECIATION

Book Reports

Additional Exercises and Assignments for the Coaching Toolbox

Celebrating Success

Giving and Receiving Appreciation

CLASS 25: CHANGING OUR KARMA: BOATS, PLANES AND CONSCIOUS LIVING

Karma as Temporary

Sattvic Consciousness and Habits as Foundation for Conscious Living

CLASS 26: ASSERTIVE, AGGRESSIVE, PASSIVE

Guna Psychology as a Framework for Understanding Styles of Personal Expression

Advanced Assertiveness Applications

Coach as Assertiveness Trainer: Mastering Nuances of Transformative Communication

CLASS 27: DEPENDENCE, INDEPENDENCE AND INTERDEPENDENCE

Relationships Styles Understood in the Context of the Gunas

Dependence, Independence and Interdependence

Moving Towards Balance: Personal and Coaching Applications

CLASS 28: MANAGING THE BEACH BALL AND PULLING THE WEEDS

The Emotional Beach Ball

Pulling the Weeds from the Garden of the Heart

CLASS 29: STRATEGIES FOR SURVIVING; STRATEGIES FOR THRIVING

Survival Strategies

Being Right

Maintaining Appearance of Control

Looking Good

Avoiding Pain

From Surviving to Thriving: Authenticity and Strategies for Vital Living
Coaching Towards Be-Do-Have

CLASS 30: RESISTANT CLIENTS

Resistant and Reluctant Clients

Active Listening and Immediacy

Personal Issues for the Professional Coach- Revisited

CLASS 31: PARENTING COACHING

A Spiritual Foundation for Parenting and Parenting Coaching

Autonomy and Protection: A Dynamic Balance

Styles of Parenting

CLASS 32: COUPLES COACHING

The Transformative Communication Model Applied to Couples Coaching

Impartiality and Suspending Judgments

Communication Training for the Couples Coach

Conflict Resolution Strategies

Expertise With the Empathic Dialogue

Family and Teen Issues

CLASS 33: GROUP COACHING I

A Transformative Approach to Group Coaching

Types of Groups

Group Process and Dynamics

Team-Building

Time Management of the Group Coaching Session

Handling Challenging Personalities Within the Group

CLASS 34: GROUP COACHING II AND VISUALIZATION

Agenda Clarification Strategies for the Group Coach

Applications for Small Business and the Corporate Sector

Visualization

Creating and Conducting Visualizations for the Group Coaching Process

(Book Reports due)

CLASS 35: INTUITION AND CURIOSITY

Dancing in the Moment; Spontaneity and Authenticity
Intuition and Curiosity Revisited: Coaching From a Place of Sublime Trust
Living in the Question: Inquiry as a Way of Being
Book Reports

CLASS 36: CLIENTS FOR LIFE: THE SPIRIT OF SERVICE

Book Reports
Temporary and Eternal Dharmas
The Spirit of Service- Living It and Coaching It
Boundary Issues in Coaching Relationships
Synergy and Synthesis
Compassion Fatigue
The Nature of Spirit is to Expand

RECOMMENDED READING AND REFERENCE MATERIAL:

- Abell, N., and Wolf, D. Examining the Effects of Meditation Techniques on Psychosocial Functioning. *Research on Social Work Practice*, Jan. 2003 (vol. 13 no. 1), pgs. 27-42.
- Buckingham, M. and Clifton, D. O. 2001. *Now, Discover Your Strengths*. New York: Simon and Schuster.
- Carson, R. 2003. *Taming Your Gremlin*. Harper-Collins Publishers.
- Covey, S. R. 1989. *The 7 Habits of Highly Effective People- Powerful Lessons in Personal Change*. New York: Simon and Schuster.
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- Fiset, J. 2007. *Reframe Your Blame- How To Be Personally Accountable*. Personal Best Publications.
- Gerber, Michel E. 1995. *The E Myth Revisited: Why Most Small Businesses Don't Work and What To Do About It*. NY: Harper Business.
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- Kubler-Ross, E. 1969. *On Death and Dying*. Touchstone.
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- Myers, D. G. 2002. *Intuition- Its Powers and Perils*. Yale University Press.
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- Peck, M. Scott. 1978. *The Road Less Traveled*, Simon and Schuster.
- Prabhupada, A. C. B. S. 1972. *Bhagavad-gita As It Is*. Los Angeles: Bhaktivedanta Book Trust.
- Prochaska, J. O., Norcross, J. C., Diclemente, C. C. 1994. *Changing for Good*. HarperCollins.
- Rogers, C. R. 1980. *A Way Of Being*. Houghton Mifflin Company.
- Rogers, C. 1977. *On Personal Power*. Dell Publishing Co.

- Rogers, C. R. 1961. *On Becoming a Person: A Therapist's View of Psychotherapy*. Houghton Mifflin Company
- Rosenberg, M. B. 2003. *Nonviolent Communication: A Language of Life*. PuddleDancer Press.
- Seligman, M.E.P. 1990. *Learned Optimism: How to Change Your Mind and Your Life*, NY: Pocket Books.
- Sheehy, G. 1976. *Passages- Predictable Crises of Adult Life*. Bantam Books.
- Sheth, J. and Sobel. A. 2000. *Clients for Life- How Great Professionals Develop Breakthrough Relationships*. Simon and Schuster.
- Sternberg, E. M. 2001. *The Balance Within- The Science Connecting Health and Emotions*. W. H. Freeman and Company.
- Whitworth, L., Kimsey-House, H., and Sandahl, P. *Co-Active Coaching- New Skills for Coaching People Towards Success in Work and Life*. Davies-Black Publishing.
- Wolf, D. 1999. *Effects of the Maha Mantra on Stress, Depression, and the Three Gunas*. Doctoral Dissertation. Florida State University.
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- Wolf, D. *Vaisnavism and the Social and Mental Health Sciences*. *Journal of Indian Psychology*, January, 2002 (Vol. 20, no. 1), pgs. 1-12.
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- Wolf, D. Articles available at www.Satvatove.com. *An Eddy in the Current; Creating With Our Word; Stepping Out of the Drama of Life; Be-Do-Have; Be A Distinction; Intention, Consciousness, and Living Our Vision; You-Me Talk; Transformative Communication; Strategies for Living*.