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.

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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
Class 7: Questions for Awareness-raising and Concreteness, and the Place of Curiosity and Intuition in the Coaching Process

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

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: LAPSEING 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:

- 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.