

**Course description:**

**Embodying Coaching Mastery** (PCC to MCC) is an advanced programme for experienced coaches aiming to align with ICF Master Certified Coach (MCC) standards. It offers access to four full coaching conversations, provides an in-depth exploration of the MCC Behavioral Anchored Rating Scales (BARS) and minimum skill requirements, alongside the opportunity to explore expert analysis of each coaching session. The programme supports coaches in deepening their presence, refining their skills, truly embodying coaching mastery as well as providing clear guidance about ICF’s requirements for a performance evaluation pass at MCC level.

**Embodying Coaching Mastery (PCC to MCC)**

**20 hour ICF CCE self-paced, self-study course**

**Overall course objectives:**

- Explore how to embody a transformative coaching presence aligned with ICF MCC standards.
- Learn how to demonstrate mastery across all ICF Core Competencies with nuanced, fluid application.
- Learn to ‘be with’ the client beyond technique.
- Evaluate and elevate their coaching through analysis of three MCC coaching demonstrations.
- Prepare effectively for MCC performance evaluations and application process.
- Commit to growth and design a personal development plan.

Module	Key objectives for LMS	Assessment
Module 1: An Introduction the ICF MCC Credential  2.5 hours	Objectives for Module 1:  <ul style="list-style-type: none"> <li>● Explore the ICF requirements for MCC credential applications and the process involved.</li> </ul>	Submit an audio or written reflection:  Reflect upon your learning so far - at this

	<ul style="list-style-type: none"> <li>● Consider what ‘coaching mastery’ means.</li> <li>● Explore MCC coaching behaviours.</li> <li>● Consider MCC-style coaching and what this means in practice.</li> <li>● Understand how MCC-style coaching differs from PCC-style coaching.</li> </ul>	<p>point in time, how do you define ‘coaching mastery’?</p>
<p>Module 2: Deep Guided Analysis of 'Caroline coaching Paul'</p> <p>2.5 hours</p>	<p>Objectives for Module 2:</p> <ul style="list-style-type: none"> <li>● Review and reflect upon the MCC BARS and minimum skills requirements.</li> <li>● Learn how to differentiate with clarity between PCC and MCC-level coaching behaviours.</li> <li>● Reflect on your own practice and summarise your points of action moving towards MCC.</li> </ul>	<p>Submit an audio or written reflection: Reflect upon your learning about the shift from PCC to MCC. What have you uncovered that you can take forward?</p>
<p>Module 3: Exploration of the MCC BARS and Minimum Skills Requirements</p> <p>4 hours</p>	<p>Objectives for Module 3:</p> <ul style="list-style-type: none"> <li>● Review and reflect upon the MCC BARS and minimum skills requirements.</li> </ul>	<p>Submit an audio or written reflection: How will your learning or what is emerging for you about MCC impact your own style of coaching?</p>

	<ul style="list-style-type: none"> <li>● Identify how 'Bonus' BARS support high-level coaching competency across coaching conversations.</li> <li>● Recognize how MCC BARS and minimum skills requirements show up in real-life coaching conversations.</li> <li>● Explore how to support clients in identifying learning and ways forward.</li> </ul>	
<p>Module 4: Review Katie coaching Client E</p> <p>3 hours</p>	<p>Objectives for Module 4:</p> <ul style="list-style-type: none"> <li>● Identify coaching behaviours and competencies demonstrated in a coaching conversation.</li> <li>● Explore how the MCC BARS and minimum skills requirements show up in this conversation.</li> <li>● Recognise subtle language use, tone and pacing shifts that reflect advanced coaching presence.</li> <li>● Consider how to utilise minimal, precise questioning at MCC level.</li> <li>● Reflect on your learning in this module and what action steps you need to put into place.</li> </ul>	<p>Submit an audio or written reflection about module 4 and your learning.</p>

<p>Module 5: Exploration of Caroline coaching Sarah</p> <p>3 hours</p>	<p>Objectives for Module 5:</p> <ul style="list-style-type: none"> <li>● Explore how the MCC BARS and minimum skills requirements show up in this conversation.</li> <li>● Understand the definitions of ‘the ‘what’, the ‘who’ and the ‘whole’</li> <li>● Explore how this coach ‘embodies a coaching mindset’</li> <li>● Consider the power of using self-as-instrument.</li> <li>● Reflect on your learning in this module and what action steps you need to put into place.</li> </ul>	<p>Submit an MCC BARS assessment sheet with your reflections around Caroline coaching Sarah.</p>
<p>Module 6: Analysis of Cindy coaching Client X</p> <p>3 hours</p>	<p>Objectives for Module 6:</p> <ul style="list-style-type: none"> <li>● Explore how the MCC BARS and minimum skills requirements show up in this conversation.</li> <li>● Consider how to personify empathy, curiosity and respect in order to foster openness and authenticity.</li> <li>● Understand what intuition is and how it differs from bias or assumption.</li> <li>● Explore how to offer intuitive insights in a non-directive, client-centered way.</li> </ul>	<p>Submit an audio or written reflection about module 6 and your learning.</p>

	<ul style="list-style-type: none"> <li>• Consider how to ask questions which create opportunities for clients to check in with their thoughts (head), feelings (heart), and body/gut responses.</li> <li>• Reflect on your learning in this module and what action steps you need to put into place.</li> </ul>	
<p>Module 7:</p> <p>Reflections and final assessment</p> <p>2 hours</p>	<p>Objectives for Module 7:</p> <ul style="list-style-type: none"> <li>• Reflect upon your learning and its impact on your coaching style.</li> <li>• Use your learning and reflections to create a personal development plan related to your own coaching skills.</li> </ul>	<p>Submit in audio or written style:</p> <ul style="list-style-type: none"> <li>- What are your reflections on this course?</li> <li>- Create a personal development plan for your MCC credential application.</li> </ul>

