

Global Coach Group

Leadership Coaching Certification Programs Full Curriculum Guide

Fall 2025 ~ Spring 2026

Welcome to Your GCG Leadership Coaching Certification Journey

This document provides the full curriculum for Global Coach Group's three coaching certification programs:

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GLC – Global Leadership Coach

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ACC – Associated Certified Coach [ICF Level 1]
or PCC - ICF Level 2 [for ACCs]

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PCC – Professional Certified Coach [ICF Level 2]

Each program curriculum is outlined in complete detail — including structure, learning modules, key outcomes, practice labs, coaching tools, business growth resources, mentor coaching support and more.

This guide is a detailed extension of what is presented on our website at www.globalcoachgroup.com/certifications.

Have questions?

Email us anytime at coach@globalcoachgroup.com

Or visit globalcoachgroup.com/certifications to learn more or enroll today.

GLC - Global Leadership Coach

Full Certification Program Curriculum

Program Structure

Programs	Online Self-Paced Learning (hrs)	Live Online Workshops and Coaching Practice Labs (hrs)	Total (hrs)
Global Leadership Coaching (GLC)	23	47	60

- Self-Paced Online Learning - 23 hours
- Live Online Workshops and Coaching Practice Labs - 47 hours
(23 sessions of 2+ hours over 23 weeks)
- Duration - 5 ~ 6 months
- ICF Credits - 70 CCEUs
(47 Core Competencies, 23 Resource Development)

Certificates

- Global Leadership Coaching Certificate accredited by ICF
- ICF Coaching Education Completion Certificate (partial completion of Levels 1 and 2 for ACC or PCC accreditations or renewals (incl. MCC))

Learning Outcomes

The GLC program ensures you **learn**, **practice**, and **master** the skills to effectively coach leaders to improve themselves, their teams, and their performance outcomes with a 95% success rate, as confirmed by coworkers, based on 100,000 leaders coached. And as you deliver more impact, you can focus on more coaching and get more clients. More specifically, you will master all the skills and get access to resources to accomplish:

1. Coach with Impact

Provide 1-on-1 leadership coaching using the Triple Win Leadership Coaching methodology for leaders at all levels. The Aspire, Focus, Commit, and Grow modules collectively furnish the coach with the core competencies and skills needed for impactful coaching, starting with solid engagement, strong commitment, consistent growth, and completing the engagement with clear and measurable results.

2. Deliver Measurable Results

Coaching leaders and engaging their coworkers through collaborative practices in the leader's development journey leads to cocreation of change and accountability for results. This approach emphasizes leadership as a collective endeavor, encouraging active participation and feedback from coworkers to drive measurable improvements.

3. Scale with Exclusive Tools

To make your coaching time efficient and highly effective, you streamline the coaching using our Coaching Tools. Through hands-on experiences and supervised applications in workshops and practice labs, coaches are trained to use GCG Coaching Tools. They manage coaching engagements efficiently, applying tools to gather and integrate coworker insights, ensuring impactful and seamless leadership development. Leverage GCG Coaching Tools to manage engagements seamlessly from start to finish, saving valuable time while increasing impact.

4. Grow Your Coaching Business

The program equips you with strategic knowledge and practical skills to grow your

coaching business through the Sales Labs and the Coaching Business Accelerator Toolkit, focusing on marketing tools, email campaigns, effective sales conversations and client engagement to attract and retain clients, thereby growing their coaching businesses.

Tools and Resources

In the GLC certification program, you gain access to a robust set of tools, resources, guidance, and community support to elevate your coaching practice and deliver consistent, measurable results.

Coach and Leader Guides

The comprehensive **GLC Coach Guide** (over 250+ pages) provide step-by-step instructions for implementing your coaching engagements—including how to handle challenges, edge cases, and diverse leader profiles.

The detailed **GLC Leader Guide** helps streamline the coaching process, enabling your clients to stay on track and maximize the impact of each session.

Resources (Including Marketing Tools)

Download all the resources, templates, and tools you need for a lifetime of coaching.

You'll also gain access to a full marketing, social media, and sales toolkit designed to help you attract and engage clients. This includes editable presentations, coaching proposals, pricing structures, and client contracts—all available in open formats for easy customization.

Coaching Tools

Use the GCG Coaching Tools to efficiently manage your coaching engagements from start to finish. These include:

- Online Action Planning and Follow-Up Tools for time-efficient implementation
- Pulse Measurement Tools to track leadership progress and drive a 95% coworker satisfaction rating



These tools allow you to manage change journeys, ensure accountability, and deliver a seamless coaching experience.

Support

You'll have access to the **GCG Knowledge Base** for immediate answers to most coaching questions. For personalized guidance, you can always reach out to the **Coaching Success Team** via email or live chat.

Community

Join a thriving global network of over 4,000 coaches. Exchange best practices, collaborate, and grow together in a vibrant, supportive coaching community.

By completing the GCG certification programs, you will be fully equipped with the knowledge, tools, and practical experience to implement the Global Coach Group's premier leadership coaching methodology—and deliver the results your clients expect.

Learning Flow

Self-Paced Online Learning - 23 Hours

This coaching approach creates meaningful, sustainable change for leaders using our Triple Win Leadership Coaching methodology. By placing a strong emphasis on involving coworkers in implementing change and follow-through, we measure improvements in leadership and team effectiveness and their performance results, as attested by those around the leader. Our proven process has consistently delivered these measurable results for leaders and organizations.

In fact, Triple Win Leadership Coaching boasts a 95% success rate in coworker satisfaction with improvements in leadership skills, team effectiveness, and performance results.

This self-paced eLearning program walks you through every stage of a coaching engagement, equipping you with the knowledge, skills, resources, and structure to apply our proven methodology effectively. The journey unfolds across four key phases: **Aspire, Focus, Commit,**



and **Grow**. Depending on your learning style, you can complete the online learning before the online workshops or complete them in parallel. As part of the certification, you can always access our latest online learning.

ASPIRE

The first session with the leader is an important one. It's the perfect opportunity to set the stage for the entire coaching journey. Both you and the leader will have your first opportunity to become more professionally acquainted with one another and further customize the coaching journey. You will have a once-in-an-engagement chance to delve into the leader's readiness (and willingness) to grow and develop. Through a series of coaching questions, you will guide the leader towards a profound exercise in assessing their commitment to grow: Leadership is not about "ME" but "WE". Through this question-led approach, you will guide the leader in a discussion that concludes with a commitment to their development journey. After planning feedback timelines and selecting respondents, you will conduct a behavioral interview with the leader.

FOCUS

We all love a great story. Great stories can take us on an emotional journey of excitement, anger, love, despair - and can stand the test of time. As a coach, you will harness the power of storytelling to tap into the leaders' emotions to overcome their predisposed notions and beliefs. More specifically, using feedback to tell a story.

Through this, you will support the leader in identifying their areas to develop. You will do this by debriefing the 360 feedback in the behavioral interviews report.

With much reflective information in front of them, the leader is ready or still grappling with the feedback. Regardless, you have an essential role to play. Through a powerful debrief session, you will play a critical role in guiding the leader from awareness and acceptance towards action by coaching them to articulate the numerous benefits they and others will get from their leadership growth.

COMMIT

We will only commit to doing something if it is truly important to us. This especially holds true for any development endeavor. In coaching, it starts with the individual leader's commitment. And as the leader understands that coworkers are critical to leadership success, reaffirming the leader's commitment to others comes naturally. By reinforcing the leader's awareness of the benefits they and their coworkers will get when they measurably improve, a pivotal commitment in the coaching engagement takes place: commitment to involving coworkers, which leads to a 95% success rate in coaching. Through storytelling, you will expose the leader to fresh perspectives, notably beliefs that successful people hold and how they can be used to create leverage in the change process. At the same time, if left unchecked, these beliefs can create roadblocks that give way to ineffective leadership habits. You will help the leader understand how these habits form, learn how to prevent them, and briefly evaluate which habits they may already demonstrate to others.

GROW

You and the leader will embark on a review of the past month's behavioral change journey. Through a set of coaching questions, you will guide the leader in reviewing their feedforward suggestions and distilling actionable items to be refined and used in their Action Plan and shared with coworkers. Coworkers were onboarded with the promise that their suggestions would be seriously considered. By incorporating behaviors derived from coworkers' suggestions in the Action Plan, along with those the leader has committed to implement, coworkers will see their ideas come to life and eagerly collaborate with the leader to cocreate change together. Plus, this reaffirms the leader's commitment to improving the perception that others have as a forefront priority. Accountability for leadership growth is integral to this process. Once the Action Plan is finalized it is shared with coworkers, which reinforces accountability in leadership growth initially for the leader and later on for the coworkers. The principle that leaders cocreate change with coworkers is now becoming their new reality.

As the adage goes, "You can only manage what you measure." Every quarter, coworkers are asked to reflect over the past several months to provide feedback on past performance and open-ended suggestions regarding future change efforts. These quarterly Pulse Surveys

provide a clear ROI of the leader's efforts to improve in the context of their work environment and how it impacted their team effectiveness and performance results. Coworkers' perception is the leader's reality. Along the way, coworkers realize that they have an active role to play in cocreating change within the organization.

Live Online Workshops and Coaching Practice Labs - 47 Hours

The Live Workshops and Coaching in Practice Labs bring the facilitator and all participants together to review the course, assimilate learnings, and participate in advanced coaching demo sessions, breakouts, panel discussions, and Q&A. The workshops ensure that all questions related to the coaching process and the various coaching scenarios are answered, including edge cases that coaches and their clients may encounter. Each workshop also prepares the participants for the upcoming session(s).

Learning only goes so far without actual practice. Together with fellow coaches, you will assume the role of both coach and leader in each coaching practice lab. These labs will take you through an entire coaching engagement from start to finish, one session at a time. After a demonstration on handling coaching scenarios (for different situations, challenges, and cultures), participants will go in small groups of 2-3, and, under supervision, they will practice coaching in those specific contexts. Based on the feedback received and witnessing other coaches showcasing their skills, participants accelerate their learning.

A series of 18 supervised coaching practice labs take you from start to finish of a coaching engagement, and you practice every step of the way, master the skills required, and coach through the challenges presented. A summarized overview of the various coaching labs is shared hereunder.

ASPIRE

Your skills will be put to the test through a series of six coaching practice labs. From coach & leader introductions to evaluating a leader's commitment (and everything in between), you will practice the knowledge learned and skills attained in online learning. Through receiving

immediate feedback and giving suggestions, you will learn and refine ways to set the stage for an entire bespoke coaching engagement.

FOCUS

With a series of two extensive coaching practice labs, you will be focusing on using feedback to tell a story. The coach will guide the leader through a powerful debrief discussion along with a profound exercise in considering a future where the leader has successfully grown as a leader and the impact on their coworkers and organization. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to develop a focal point for the entire coaching journey.

COMMIT

Three coaching practice labs will take you through a deep dive into fortifying the leader's commitment to grow. By focusing on personal commitment, and commitment to coworkers, and introducing leaders to new perspectives, the coach will enhance the impact of commitment on the leader's journey. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to establish the leader's commitment to themselves, their coworkers, and the entire journey.

GROW

You will participate in six supervised coaching labs for systematically changing perceptions and improving leadership effectiveness during real-life and demanding coaching scenarios. This includes navigating challenging situations and coaching the leader to become unstuck when they find themselves in a difficult spot. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to guide the leader through daily & monthly growth and make change visible for enduring change.

Selling Coaching Services

You will discover how to utilize Global Leadership Coaching to foster commitment to leadership development and coaching as you start new client relationships. Participants will learn techniques to leverage Global Leadership Coaching when partnering with new clients and

organizations. As you practice in the selling labs, you will gain hands-on experience in conducting effective sales conversations for coaching services. You will learn how to engage with potential clients, from the initial qualifiers to the decision-makers. Throughout this process, you will develop skills in understanding client needs, clearly articulating your service offerings, and effectively closing sales.



For more details and questions, chat with us, schedule a call to discuss your coaching development goals or email us at Coach@globalcoachgroup.com.

Or visit globalcoachgroup.com/certifications to learn more or enroll today.

ACC - ICF Level 1 or PCC - ICF Level 2 (for ACCs)

Full Certification Program Curriculum

Program Structure

Programs	Online Self-Paced Learning (hrs)	Live Online Workshops and Coaching Practice Labs (hrs)	Total (hrs)
Global Leadership Coaching (GLC)	23	47	60
Mentor Coaching	0	15	15
Total	23	62	85

- Self-Paced Online Learning - GLC - 23 hours
- Live Online Workshops and Coaching Practice Labs - 47 hours
(23 sessions of 2+ hours over 23 weeks)
- Mentor Coaching - 15 hours
- Duration - 6 ~ 7 months
- ICF Credits - 85 CCEUs
(62 Core Competencies, 23 Resource Development)

Certificate(s)

- Global Leadership Coaching (GLC) Certificate accredited by ICF
- ICF Coaching Education Completion Certificate Level 1 for ACC Accreditation or Level 2 for PCC Accreditation for ACC Coaches.
- Performance Evaluation Certificates confirming that your recorded coaching sessions meet ICF ACC or PCC standards.

Learning Outcomes

The GLC program ensures you **learn**, **practice**, and **master** the skills to effectively coach leaders to improve themselves, their teams, and their performance outcomes with a 95% success rate, as confirmed by coworkers, based on 100,000 leaders coached. And as you deliver more impact, you can focus on more coaching and get more clients. More specifically, you will master all the skills and get access to resources to accomplish.

1. Coach with Impact

Provide 1-on-1 leadership coaching using the Triple Win Leadership Coaching methodology for leaders at all levels. The Aspire, Focus, Commit, and Grow modules collectively furnish the coach with the core competencies and skills needed for impactful coaching, starting with solid engagement, strong commitment, consistent growth, and completing the engagement with clear and measurable results.

2. Deliver Measurable Results

Coaching leaders and engaging their coworkers through collaborative practices in the leader's development journey leads to cocreation of change and accountability for results. This approach emphasizes leadership as a collective endeavor, encouraging active participation and feedback from coworkers to drive measurable improvements.

3. Scale with Exclusive Tools

To make your coaching time efficient and highly effective, you streamline the coaching using our Coaching Tools. Through hands-on experiences and supervised applications

in workshops and practice labs, coaches are trained to use GCG Coaching Tools. They manage coaching engagements efficiently, applying tools to gather and integrate coworker insights, ensuring impactful and seamless leadership development. Leverage GCG Coaching Tools to manage engagements seamlessly from start to finish, saving valuable time while increasing impact.

4. Grow Your Coaching Business

The program equips you with strategic knowledge and practical skills to grow your coaching business through the Sales Labs and the Coaching Business Accelerator Toolkit, focusing on marketing tools, email campaigns, effective sales conversations and client engagement to attract and retain clients, thereby growing their coaching businesses.

5. Mentor Coaching made easy and stress-free with a 100% first-pass success rate

The mentor coaching program guarantees the delivery of two important outcomes: mastery of ICF Core Competencies and recorded coaching sessions that meet ICF standards for ACC and PCC accreditation with a 100% first-pass success rate.

Coaches are equipped to effectively prepare their coaching sessions and apply the ICF Core Competencies (CC) using the detailed GCG ICF CC guide, extensive resources, live feedback from MCC mentor coaches, and AI-based evaluations, allowing them to refine and enhance their coaching skills. Additionally, the program includes the evaluation of your recorded coaching sessions to ensure they meet ICF standards.

Tools and Resources

In the GLC certification program, you gain access to a robust set of tools, resources, guidance, and community support to elevate your coaching practice and deliver consistent, measurable results.



Coach and Leader Guides

The comprehensive **GLC Coach Guide** (over 250+ pages) provide step-by-step instructions for implementing your coaching engagements—including how to handle challenges, edge cases, and diverse leader profiles.

The detailed **GLC Leader Guide** helps streamline the coaching process, enabling your clients to stay on track and maximize the impact of each session.

Resources (Including Marketing Tools)

Download all the resources, templates, and tools you need for a lifetime of coaching.

You'll also gain access to a full marketing, social media, and sales toolkit designed to help you attract and engage clients. This includes editable presentations, coaching proposals, pricing structures, and client contracts—all available in open formats for easy customization.

Coaching Tools

Use the GCG Coaching Tools to efficiently manage your coaching engagements from start to finish. These include:

- Online Action Planning and Follow-Up Tools for time-efficient implementation
- Pulse Measurement Tools to track leadership progress and drive a 95% coworker satisfaction rating

These tools allow you to manage change journeys, ensure accountability, and deliver a seamless coaching experience.

Support

You'll have access to the **GCG Knowledge Base** for immediate answers to most coaching questions. For personalized guidance, you can always reach out to the **Coaching Success Team** via email or live chat.



Community

Join a thriving global network of over 4,000 coaches. Exchange best practices, collaborate, and grow together in a vibrant, supportive coaching community.

By completing the GCG certification programs, you will be fully equipped with the knowledge, tools, and practical experience to implement the Global Coach Group's premier leadership coaching methodology—and deliver the results your clients expect.

Mentor Coaching

Mentor Coaching is made easy and stress-free, with a 100% first-pass success rate, thanks to the resources and structure built into the program. You'll receive:

- A comprehensive GCG ICF Core Competency Guide to help you plan, prepare, and deliver high-quality ICF-aligned coaching sessions and recordings
- Access to GCG clients, AI-based evaluations, and live feedback from MCC mentor coaches, making your mentor coaching an enjoyable, time-efficient, and easy experience.

This powerful support structure ensures that you master the ICF Core Competencies and complete high-quality coaching session recordings that meet PCC standards with confidence.

Learning Flow

Self-Paced Online Learning - 23 Hours

This coaching approach creates meaningful, sustainable change for leaders using our Triple Win Leadership Coaching methodology. By placing a strong emphasis on involving coworkers in implementing change and follow-through, we measure improvements in leadership and team effectiveness and their performance results, as attested by those around the leader. Our proven process has consistently delivered these measurable results for leaders and organizations.

In fact, Triple Win Leadership Coaching boasts a 95% success rate in coworker satisfaction with improvements in leadership skills, team effectiveness, and performance results.



This self-paced eLearning program walks you through every stage of a coaching engagement, equipping you with the knowledge, skills, resources, and structure to apply our proven methodology effectively. The journey unfolds across four key phases: **Aspire**, **Focus**, **Commit**, and **Grow**. Depending on your learning style, you can complete the online learning before the online workshops or complete them in parallel. As part of the certification, you can always access our latest online learning.

ASPIRE

The first session with the leader is an important one. It's the perfect opportunity to set the stage for the entire coaching journey. Both you and the leader will have your first opportunity to become more professionally acquainted with one another and further customize the coaching journey. You will have a once-in-an-engagement chance to delve into the leader's readiness (and willingness) to grow and develop. Through a series of coaching questions, you will guide the leader towards a profound exercise in assessing their commitment to grow: Leadership is not about "ME" but "WE". Through this question-led approach, you will guide the leader in a discussion that concludes with a commitment to their development journey. After planning feedback timelines and selecting respondents, you will conduct a behavioral interview with the leader.

FOCUS

We all love a great story. Great stories can take us on an emotional journey of excitement, anger, love, despair - and can stand the test of time. As a coach, you will harness the power of storytelling to tap into the leaders' emotions to overcome their predisposed notions and beliefs. More specifically, using feedback to tell a story.

Through this, you will support the leader in identifying their areas to develop. You will do this by debriefing the 360 feedback in the behavioral interviews report.

With much reflective information in front of them, the leader is ready or still grappling with the feedback. Regardless, you have an essential role to play. Through a powerful debrief session, you will play a critical role in guiding the leader from awareness and acceptance towards action

by coaching them to articulate the numerous benefits they and others will get from their leadership growth.

COMMIT

We will only commit to doing something if it is truly important to us. This especially holds true for any development endeavor. In coaching, it starts with the individual leader's commitment. And as the leader understands that coworkers are critical to leadership success, reaffirming the leader's commitment to others comes naturally. By reinforcing the leader's awareness of We will only commit to doing something if it is truly important to us. This especially holds true for any development endeavor. In coaching, it starts with the individual leader's commitment. And as the leader understands that coworkers are critical to leadership success, reaffirming the leader's commitment to others comes naturally. By reinforcing the leader's awareness of the benefits they and their coworkers will get when they measurably improve, a pivotal commitment in the coaching engagement takes place: commitment to involving coworkers, which leads to a 95% success rate in coaching. Through storytelling, you will expose the leader to fresh perspectives, notably beliefs that successful people hold and how they can be used to create leverage in the change process. At the same time, if left unchecked, these beliefs can create roadblocks that give way to ineffective leadership habits. You will help the leader understand how these habits form, learn how to prevent them, and briefly evaluate which habits they may already demonstrate to others.

GROW

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initially for the leader and later on for the coworkers. The principle that leaders cocreate change with coworkers is now becoming their new reality.

As the adage goes, “You can only manage what you measure.” Every quarter, coworkers are asked to reflect over the past several months to provide feedback on past performance and open-ended suggestions regarding future change efforts. These quarterly Pulse Surveys provide a clear ROI of the leader’s efforts to improve in the context of their work environment and how it impacted their team effectiveness and performance results. Coworkers’ perception is the leader’s reality. Along the way, coworkers realize that they have an active role to play in cocreating change within the organization.

Live Online Workshops and Coaching Practice Labs - 47 Hours

The Live Workshops and Coaching in Practice Labs bring the facilitator and all participants together to review the course, assimilate learnings, and participate in advanced coaching demo sessions, breakouts, panel discussions, and Q&A. The workshops ensure that all questions related to the coaching process and the various coaching scenarios are answered, including edge cases that coaches and their clients may encounter. Each workshop also prepares the participants for the upcoming session(s).

Learning only goes so far without actual practice. Together with fellow coaches, you will assume the role of both coach and leader in each coaching practice lab. These labs will take you through an entire coaching engagement from start to finish, one session at a time. After a demonstration on handling coaching scenarios (for different situations, challenges, and cultures), participants will go in small groups of 2-3, and, under supervision, they will practice coaching in those specific contexts. Based on the feedback received and witnessing other coaches showcasing their skills, participants accelerate their learning.

A series of 18 supervised coaching practice labs take you from start to finish of a coaching engagement, and you practice every step of the way, master the skills required, and coach

through the challenges presented. A summarized overview of the various coaching labs is shared hereunder.

ASPIRE

Your skills will be put to the test through a series of six coaching practice labs. From coach & leader introductions to evaluating a leader's commitment (and everything in between), you will practice the knowledge learned and skills attained in online learning. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to set the stage for an entire bespoke coaching engagement.

FOCUS

With a series of two extensive coaching practice labs, you will be focusing on using feedback to tell a story. The coach will guide the leader through a powerful debrief discussion along with a profound exercise in considering a future where the leader has successfully grown as a leader and the impact on their coworkers and organization. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to develop a focal point for the entire coaching journey.

COMMIT

Three coaching practice labs will take you through a deep dive into fortifying the leader's commitment to grow. By focusing on personal commitment, and commitment to coworkers, and introducing leaders to new perspectives, the coach will enhance the impact of commitment on the leader's journey. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to establish the leader's commitment to themselves, their coworkers, and the entire journey.

GROW

You will participate in six supervised coaching labs for systematically changing perceptions and improving leadership effectiveness during real-life and demanding coaching scenarios. This includes navigating challenging situations and coaching the leader to become unstuck when they find themselves in a difficult spot. Through receiving immediate feedback and giving

suggestions, you will learn and refine ways to guide the leader through daily & monthly growth and make change visible for enduring change.

Selling Coaching Services

You will discover how to utilize Global Leadership Coaching to foster commitment to leadership development and coaching as you start new client relationships. Participants will learn techniques to leverage Global Leadership Coaching when partnering with new clients and organizations. As you practice in the selling labs, you will gain hands-on experience in conducting effective sales conversations for coaching services. You will learn how to engage with potential clients, from the initial qualifiers to the decision-makers. Throughout this process, you will develop skills in understanding client needs, clearly articulating your service offerings, and effectively closing sales.

Mentor Coaching - 15 hours

As part of your ICF accreditation journey, you must complete mentor coaching and submit up to two recorded coaching sessions that meet ICF Core Competency standards. ACC accreditation requires one recording at ACC level, while PCC accreditation requires two recordings at PCC level. Our mentor coaching program is designed to ensure you achieve both outcomes—with a 100% success rate.

Everything You Need to Succeed

To make this process smooth and stress-free, we provide you with everything you need to succeed:

- A comprehensive GCG ICF Mentor Coaching Guide and resource toolkit to help you confidently structure your sessions and apply ICF Core Competencies.
- Access to GCG clients, giving you the opportunity to practice your skills and receive live feedback from an MCC-certified mentor coach—helping you hone your coaching and produce high-quality recordings with ease.
- Use of AI-powered evaluation tools that provide additional insights and personalized feedback from your mentor coach to support your growth.



This combination of expert guidance, live feedback, and AI-powered review accelerates your learning—making it easy to master the ICF Core Competencies and enjoy the journey along the way.

Unlimited Mentor Coaching

Need more practice? No problem. If additional coaching sessions are needed to successfully complete your recordings, you can continue in the mentor coaching program beyond the required 15 hours—at no extra cost—until you fulfill all ICF accreditation requirements. There's no limit.

No Stress, Just Coaching

This approach takes the pressure off. You'll focus on what matters most—practicing coaching with clients, mastering the ICF Core Competencies, and producing recordings that meet ICF standards—with confidence, clarity, and ease.

For more details and questions, chat with us, schedule a call to discuss your coaching development goals or email us at Coach@globalcoachgroup.com.

Or visit globalcoachgroup.com/certifications to learn more or enroll today.



PCC - ICF Level 2

Full Certification Program Curriculum

Program Structure

Programs	Online Self-Paced Learning (hrs)	Live Online Workshops and Coaching Practice Labs (hrs)	Total (hrs)
Global Leadership Coaching (GLC)	23	47 - 70	70 - 93
Global Leadership Assessment (GLA)	20	21	41
Global Team Coaching (GTC)	17	18	35
<i>Total for Leadership Programs</i>	60	86-109	146-169
Mentor Coaching	0	15	15
Total	60	101 - 124	161 - 184

- Global Leadership Coaching (GLC)
 - Online Self-Paced Learning - GLC - 23 hours
 - Live Online Workshops and Coaching Practice Labs - GLC - 47 hours
 - Online Coaching Lab Reviews (GLC) - 23 hours (optional)
- Global Leadership Assessment (GLA)
 - Online Self-Paced Learning - GLA - 20 hours
 - Live Online Workshops and Coaching Practice Labs - GLA - 21 hours
- Global Team Coaching (GTC)
 - Online Self-Paced Learning - GTC - 17 hours
 - Live Online Workshops and Coaching Practice Labs - GTC - 18 hours
- Mentor Coaching - 15 hours
- Duration - 8 ~ 9 months
- ICF Credits - 161 - 184 CCEUs (101 Core Competencies, 83 Resource Development)

Certificate(s)

- Global Leadership Coaching Certificate accredited by ICF
- Global Leadership Assessment Coaching Certificate accredited by ICF
- Global Team Coaching Certificate accredited by ICF
- ICF Coaching Education Completion Certificate Level 2 for PCC Accreditation
- Performance Evaluation Certificates confirming that your recorded coaching sessions meet ICF PCC standards.

Learning Outcomes

The GLC, GLA, and GTC programs ensure you learn, practice, and master the skills to coach leaders effectively—whether 1-on-1, in teams, or in groups—to help them improve themselves, their peers, their teams, and their performance outcomes. These programs deliver measurable results with a 95% success rate, as confirmed by coworkers and based on data from more than 100,000 leaders coached.

As you deliver more impact, you'll be able to focus on what matters most: more coaching and



attracting more clients. More specifically, you will gain the skills and resources to:

1. Coach with Impact

Deliver 1-on-1, team, and group coaching using the Triple Win Leadership Coaching methodology for leaders and teams at all levels. The Aspire, Focus, Commit, and Grow journey equips you with the core competencies and coaching skills needed for high-impact engagements—from building trust and commitment to driving consistent growth and achieving clear, measurable results.

2. Deliver Measurable Results

Coach leaders through a development journey that engages their coworkers in the process. By using collaborative practices and cocreating change, you foster accountability and transformation for the leader and their team. This approach frames leadership as a collective endeavor and drives measurable improvement through feedforward, feedback and active participation.

3. Scale with Exclusive Tools

Make your coaching more time-efficient and effective by using the GCG Coaching Tools. Through hands-on practice and supervised application in workshops and labs, you'll learn how to manage coaching engagements from start to completion—gathering and integrating coworker insights to ensure seamless and high-impact leadership development.

4. Grow Your Coaching Business

Gain the strategic knowledge and practical skills to expand your coaching business. Through the Sales Labs and the Coaching Business Accelerator Toolkit, you'll learn how to run effective email campaigns, lead impactful sales conversations, and attract and retain clients using marketing tools, client engagement strategies, and ready-to-use resources.

5. Mentor Coaching made easy and stress-free — with a 100% first-pass success rate

The Mentor Coaching program is designed to guarantee three important outcomes:

- Mastery of the ICF Core Competencies
- Recorded coaching sessions that meet ICF PCC standards
- A 100% first-pass success rate for PCC accreditation

To ensure your success, you'll be equipped with everything you need to plan, prepare, and deliver high-quality coaching sessions. This includes the comprehensive GCG ICF Core Competency Guide, extensive learning resources, live feedback from MCC mentor coaches, and AI-based evaluations — all designed to help you refine and elevate your coaching skills.

You'll also receive personalized evaluations of your recorded coaching sessions to ensure they fully meet ICF standards — giving you the clarity and confidence to successfully attain your ICF PCC accreditation.

Tools and Resources

In the GLC, GLA, and GTC certification programs, you gain access to a robust set of tools, resources, guidance, and community support to elevate your coaching practice and deliver consistent, measurable results.

Coach and Leader Guides

The comprehensive **Coach Guides** for GLC, GTC, and GLA (over 650+ pages in total) provide step-by-step instructions for implementing your coaching engagements—including how to handle challenges, edge cases, and diverse leader profiles.

The **Leader Guides** for GLC, GTC, and GLA help streamline the coaching process, enabling your clients to stay on track and maximize the impact of each session.

Resources (Including Marketing Tools)

Download all the resources, templates, and tools you need for a lifetime of coaching.



You'll also gain access to a full marketing, social media, and sales toolkit designed to help you attract and engage clients. This includes editable presentations, coaching proposals, pricing structures, and client contracts—all available in open formats for easy customization.

Coaching Tools

Use the GCG Coaching Tools to efficiently manage your coaching engagements from start to finish. These include:

- GLA360 Feedback Assessments to measure leadership effectiveness
- Online Action Planning and Follow-Up Tools for time-efficient implementation
- Pulse Measurement Tools to track leadership progress and drive a 95% coworker satisfaction rating

These tools allow you to manage change journeys, ensure accountability, and deliver a seamless coaching experience.

Support

You'll have access to the **GCG Knowledge Base** for immediate answers to most coaching questions. For personalized guidance, you can always reach out to the **Coaching Success Team** via email or live chat.

Community

Join a thriving global network of over 4,000 coaches. Exchange best practices, collaborate, and grow together in a vibrant, supportive coaching community.

By completing the GCG certification programs, you will be fully equipped with the knowledge, tools, and practical experience to implement the Global Coach Group's premier leadership coaching methodology—and deliver the results your clients expect.

Mentor Coaching

Mentor Coaching is made easy and stress-free, with a 100% first-pass success rate, thanks to the resources and structure built into the program. You'll receive:



- A comprehensive GCG ICF Core Competency Guide to help you plan, prepare, and deliver high-quality ICF-aligned coaching sessions and recordings
- Access to GCG clients, AI-based evaluations, and live feedback from MCC mentor coaches, making your mentor coaching an enjoyable, time-efficient, and easy experience.

This powerful support structure ensures that you master the ICF Core Competencies and complete high-quality coaching session recordings that meet PCC standards with confidence.

Learning Flow GLC - GLA - GTC

GLC - Self-Paced Online Learning - 23 Hours

This coaching approach creates meaningful, sustainable change for leaders using our Triple Win Leadership Coaching methodology. By placing a strong emphasis on involving coworkers in implementing change and follow-through, we measure improvements in leadership and team effectiveness and their performance results, as attested by those around the leader. Our proven process has consistently delivered these measurable results for leaders and organizations. In fact, Triple Win Leadership Coaching boasts a 95% success rate in coworker satisfaction with improvements in leadership skills, team effectiveness, and performance results.

This self-paced eLearning program walks you through every stage of a coaching engagement, equipping you with the knowledge, skills, resources, and structure to apply our proven methodology effectively. The journey unfolds across four key phases: **Aspire**, **Focus**, **Commit**, and **Grow**. Depending on your learning style, you can complete the online learning before the online workshops or complete them in parallel. As part of the certification, you can always access our latest online learning.

ASPIRE

The first session with the leader is an important one. It's the perfect opportunity to set the stage for the entire coaching journey. Both you and the leader will have your first opportunity to become more professionally acquainted with one another and further customize the coaching



journey. You will have a once-in-an-engagement chance to delve into the leader's readiness (and willingness) to grow and develop. Through a series of coaching questions, you will guide the leader towards a profound exercise in assessing their commitment to grow: Leadership is not about "ME" but "WE". Through this question-led approach, you will guide the leader in a discussion that concludes with a commitment to their development journey. After planning feedback timelines and selecting respondents, you will conduct a behavioral interview with the leader.

FOCUS

We all love a great story. Great stories can take us on an emotional journey of excitement, anger, love, despair - and can stand the test of time. As a coach, you will harness the power of storytelling to tap into the leaders' emotions to overcome their predisposed notions and beliefs. More specifically, using feedback to tell a story.

Through this, you will support the leader in identifying their areas to develop. You will do this by debriefing the 360 feedback in the behavioral interviews report.

With much reflective information in front of them, the leader is ready or still grappling with the feedback. Regardless, you have an essential role to play. Through a powerful debrief session, you will play a critical role in guiding the leader from awareness and acceptance towards action by coaching them to articulate the numerous benefits they and others will get from their leadership growth.

COMMIT

We will only commit to doing something if it is truly important to us. This especially holds true for any development endeavor. In coaching, it starts with the individual leader's commitment. And as the leader understands that coworkers are critical to leadership success, reaffirming the leader's commitment to others comes naturally. By reinforcing the leader's awareness of the benefits they and their coworkers will get when they measurably improve, a pivotal commitment in the coaching engagement takes place: commitment to involving coworkers, which leads to a 95% success rate in coaching. Through storytelling, you will expose the leader to fresh perspectives, notably beliefs that successful people hold and how they can be used to create leverage in the change process. At the same time, if left unchecked, these beliefs can create roadblocks that give way to ineffective leadership habits. You will help the leader understand

how these habits form, learn how to prevent them, and briefly evaluate which habits they may already demonstrate to others.

GROW

You and the leader will embark on a review of the past month's behavioral change journey. Through a set of coaching questions, you will guide the leader in reviewing their feedforward suggestions and distilling actionable items to be refined and used in their Action Plan and shared with coworkers. Coworkers were onboarded with the promise that their suggestions would be seriously considered. By incorporating behaviors derived from coworkers' suggestions in the Action Plan, along with those the leader has committed to implement, coworkers will see their ideas come to life and eagerly collaborate with the leader to cocreate change together. Plus, this reaffirms the leader's commitment to improving the perception that others have as a forefront priority. Accountability for leadership growth is integral to this process. Once the Action Plan is finalized it is shared with coworkers, which reinforces accountability in leadership growth initially for the leader and later on for the coworkers. The principle that leaders cocreate change with coworkers is now becoming their new reality.

As the adage goes, "You can only manage what you measure." Every quarter, coworkers are asked to reflect over the past several months to provide feedback on past performance and open-ended suggestions regarding future change efforts. These quarterly Pulse Surveys provide a clear ROI of the leader's efforts to improve in the context of their work environment and how it impacted their team effectiveness and performance results. Coworkers' perception is the leader's reality. Along the way, coworkers realize that they have an active role to play in cocreating change within the organization.

GLC - Live Online Workshops and Coaching Practice Labs - 47 Hours

The Live Workshops and Coaching in Practice Labs bring the facilitator and all participants together to review the course, assimilate learnings, and participate in advanced coaching demo sessions, breakouts, panel discussions, and Q&A. The workshops ensure that all questions



related to the coaching process and the various coaching scenarios are answered, including edge cases that coaches and their clients may encounter. Each workshop also prepares the participants for the upcoming session(s).

Learning only goes so far without actual practice. Together with fellow coaches, you will assume the role of both coach and leader in each coaching practice lab. These labs will take you through an entire coaching engagement from start to finish, one session at a time. After a demonstration on handling coaching scenarios (for different situations, challenges, and cultures), participants will go in small groups of 2-3, and, under supervision, they will practice coaching in those specific contexts. Based on the feedback received and witnessing other coaches showcasing their skills, participants accelerate their learning.

A series of 18 supervised coaching practice labs take you from start to finish of a coaching engagement, and you practice every step of the way, master the skills required, and coach through the challenges presented. A summarized overview of the various coaching labs is shared hereunder.

ASPIRE

Your skills will be put to the test through a series of six coaching practice labs. From coach & leader introductions to evaluating a leader's commitment (and everything in between), you will practice the knowledge learned and skills attained in online learning. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to set the stage for an entire bespoke coaching engagement.

FOCUS

With a series of two extensive coaching practice labs, you will be focusing on using feedback to tell a story. The coach will guide the leader through a powerful debrief discussion along with a profound exercise in considering a future where the leader has successfully grown as a leader and the impact on their coworkers and organization. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to develop a focal point for the entire coaching journey.

COMMIT

Three coaching practice labs will take you through a deep dive into fortifying the leader's commitment to grow. By focusing on personal commitment, and commitment to coworkers, and introducing leaders to new perspectives, the coach will enhance the impact of commitment on the leader's journey. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to establish the leader's commitment to themselves, their coworkers, and the entire journey.

GROW

You will participate in six supervised coaching labs for systematically changing perceptions and improving leadership effectiveness during real-life and demanding coaching scenarios. This includes navigating challenging situations and coaching the leader to become unstuck when they find themselves in a difficult spot. Through receiving immediate feedback and giving suggestions, you will learn and refine ways to guide the leader through daily & monthly growth and make change visible for enduring change.

Selling Coaching Services

You will discover how to utilize Global Leadership Coaching to foster commitment to leadership development and coaching as you start new client relationships. Participants will learn techniques to leverage Global Leadership Coaching when partnering with new clients and organizations. As you practice in the selling labs, you will gain hands-on experience in conducting effective sales conversations for coaching services. You will learn how to engage with potential clients, from the initial qualifiers to the decision-makers. Throughout this process, you will develop skills in understanding client needs, clearly articulating your service offerings, and effectively closing sales.

GLA - Self-Paced Online Learning - 20 Hours

The GLA self-paced eLearning experience equips you to confidently deliver the GLA360—a world-class, research-backed leadership assessment tool supporting measurable leadership growth. The eLearning guides you on integrating GLA360 into a coaching journey that improves the leader, their team, and performance outcomes.

Validated through global research in collaboration with Accenture, and built on a normative reference group of over 19,000 leaders across 100 countries, the GLA360 identifies the 15 most important competencies for leaders navigating today's internationalizing, cross-cultural, complex, and high-performance business environment.

Throughout this course, you will gain a comprehensive understanding of the GLA360 journey, from respondent selection, report analysis, debriefing, and action planning to linking assessment insights with the leader's values and personal style through the Authentic Leadership Model (ALM). You'll complete this journey ready to deliver high-impact assessments and coach leaders toward real, visible results.

You may complete this eLearning before or alongside the live GLA360 practice labs. You'll always retain access to the most up-to-date online learning as part of your certification.

Understanding What Sets GLA Apart

The journey begins by exploring what makes the GLA360 unique and globally relevant. You'll discover the origins of the assessment—co-developed with Fortune 500 CEOs, global thought leaders, and executive coaches—and how the 15 core competencies were selected through rigorous research across cultures and industries.

You'll also learn how to guide the leader in selecting the right respondents, ensuring engagement and quality feedback, and setting expectations for successful development. This foundational knowledge will allow you to position yourself as a GLA Coach, a confident expert using a high-trust assessment tool that leads to measurable development and change.



Connecting Insights with Authenticity

The GLA competencies also serve as a powerful framework for helping the leader define their approach to leadership based on their values, identity, personal goals, and leadership aspirations. Using the GLA as a foundation, you'll support the creation of an Authentic Leadership Model (ALM). The ALM transforms abstract competencies into a clear and personalized vision of leadership—anchored in who the leader is and how they want to lead effectively. It becomes a source of motivation, a roadmap for growth, a compass for coaching, and a benchmark for personal best practices.

Debriefing the Data for Impact

The debrief is a pivotal moment. It's where you, as the coach, transform data, opinions and comments into a meaningful dialogue. In this part of the journey, you'll learn how to lead structured and engaging debrief sessions that create awareness, build trust, and spark commitment to change by turning insight into action.

You'll explore how each part of the GLA report contributes to the bigger picture, how to balance support with challenge during the conversation, and how to guide the leader in moving from insight to action. By the end, you'll feel equipped to handle a wide range of debrief scenarios including edge cases with skill and confidence.

Applying GLA in Your Coaching Practice

As the journey continues, the focus turns toward integrating GLA into your broader coaching offer. You'll discover how to position GLA as a value-added solution—both for individual clients, teams, and groups, as well as for organizational development.

You'll learn how to conduct needs-based conversations with HR and executive sponsors, link assessment insights to strategic outcomes, and price and package your services for impact.

You'll also gain access to a multilingual assessment platform (English, Spanish, French, Portuguese, Dutch, German, Polish, Russian, Lithuanian, Chinese, Korean, Japanese, and Arabic) and a full suite of coaching templates and client-facing resources.

Ready for Real-World Coaching Impact

By the end of this self-paced learning experience, you'll be fully certified and equipped to deploy and debrief the GLA360 assessment—ready to guide leaders through a process that connects data to insight, and insight to lasting leadership growth. As a GLA-certified coach, you have a clear value proposition that leaders are eager to access. You'll be guided on how to price your services, conduct a needs-based conversation, uncover the real priorities of HR development leaders, and demonstrate how deeply leadership impacts organizational performance.

GLA - Live Online Workshops and Coaching Practice Labs - 21 Hours

The GLA workshops and coaching practice labs offer a dynamic, practice-based learning experience that brings your GLA360 knowledge to life. Across ten 2-hour sessions, you will deepen your skills through at least eight live demonstrations, practice labs, and real-time feedback. These interactive sessions are designed to build your confidence in using GLA360 with leaders in diverse, complex, and often high-stakes organizational environments.

You'll practice how to deliver powerful debriefs, adapt to different leadership styles and cultural contexts, manage challenging scenarios, and integrate GLA into your professional practice—ensuring you're fully equipped to coach for meaningful and measurable impact.

Embracing Best Debriefing Practices

Your GLA360 coaching journey begins with a strong focus on best practices for leading debriefing conversations. These sessions include demonstrations, practice labs, and guided discussions to help you structure effective GLA360 debriefs that connect data to insights and insights to actions.

You'll explore integrating ICF Core Competencies—such as active listening, powerful questioning, and evoking awareness—into every aspect of the debrief, empowering the leader to take the lead in their development journey. Emphasis is placed on guiding leaders through



feedback to build trust and commitment, especially during the pivotal early moments of an engagement.

Together with fellow coaches, you'll examine what makes a debrief effective, how to shift the conversation from information-sharing to insight-generation, overcome resistance, and move leaders from awareness to acceptance, action, and achievement—quickly and sustainably.

Coaching Practice Labs

Throughout the labs, you'll engage in role-plays based on eight real-world scenarios and experience actual coaching conversations. You'll rotate between coach and leader roles, working with various leader profiles including constructive executives, defensive leaders, high-level executives, and leaders in transition.

Each session lets you sharpen your coaching presence, manage emotional responses, and practice navigating difficult conversations with clarity and empathy. You'll refine techniques like open-ended inquiry, empathy, and leader-led insight generation—critical skills for fostering ownership and change.

As you practice, observe, and receive feedback, you'll gain confidence using the GLA360 to facilitate growth-oriented conversations. The labs reinforce your ability to create psychological safety, deliver developmental feedback, and support leaders in building meaningful, actionable plans.

Collective Learning and Managing Diversity

As the workshops unfold, the learning experience broadens through group reflection and shared insights. Coaches bring unique experiences and cultural perspectives, offering rich discussion around adapting coaching approaches across leadership levels, geographies, cultures, and industries.

Together, you'll explore navigating differences in leadership styles, cultures, and organizational expectations. You'll analyze edge cases, troubleshoot cross-cultural dynamics, and develop strategies for flexing your coaching style to meet the needs of diverse leaders. These collective

learnings build depth and resilience as you practice and apply them in your coaching engagements.

Service Versioning and Client Proposals

Toward the end of the journey, the focus shifts toward helping you confidently integrate GLA360 into your commercial coaching offer. You'll explore how to craft client proposals, structure coaching packages, and use service versioning to offer flexible solutions tailored to client needs.

You will practice needs-based client conversations with HR and executive sponsors, positioning GLA360 as a solution that delivers strategic value, and aligning fee levels with organizational outcomes expectations. You'll gain clarity on how to communicate the ROI of GLA, strengthen your business conversations, and increase your success in winning engagements.

By the end of the workshops, you'll have coached, observed, and received feedback in at least eight coaching labs during multiple live sessions. You'll leave with the confidence, capability, and tools to apply the GLA360 across contexts—with professionalism, precision, and measurable impact.

GTC – Self-Paced Online Learning – 17 Hours

The Global Team Coaching (GTC) self-paced eLearning experience showcases how the Triple Win Leadership Coaching methodology principles have been adapted for effective team coaching. While the foundation remains the same—improving leaders, their teams, and business outcomes—experience shows that coaching a team is fundamentally different from coaching individuals. The dynamics shift. The conversations shift. And both the coach and the methodology must adapt.

This eLearning journey walks you through a complete team coaching engagement from start to finish, typically beginning with a (online) team workshop and coaching sessions spanning a 6– to 12-month timeline. With guided exercises, coaching demonstrations, and downloadable tools,



you'll learn how to support teams in cocreating a culture of authentic leadership, shared ownership, and measurable behavior change.

Authentic Leadership Model (ALM)

Every leader brings a unique set of values, shaped by their experiences, role models, and beliefs, into their team interaction. This journey begins with helping each team member uncover, articulate, and share their authentic leadership style. You'll guide them in exploring the people who've influenced them, the principles they live by, and the type of leader they aspire to be.

Once each team member defines their Authentic Leadership Model, the team comes together to craft a collective expression of their team's leadership style. This unifying model serves as the foundation for a strong team culture—one that reflects their shared values, reinforces psychological safety, and guides how they show up for one another, connecting their personal ALM and their team ALM.

My Leadership Journey

Team transformation starts with individual commitment. You'll support each team member in reflecting on their 360 feedback, clarifying leadership strengths and areas to develop, and guiding them to select their single most meaningful area for personal growth.

From there, you'll coach each leader to build their Business Case for Change—a compelling reason to invest in their development, rooted in both personal leadership goals (linked to their ALM) and the broader needs of the team. This stage creates momentum and clarity, building commitment for the rest of the coaching engagement.

Team Leadership Journey

You'll learn how to coach the team to align around a shared leadership growth area—creating the conditions for something powerful to unfold: collective focus, deeper collaboration, and elevated impact across the organization.

From there, you guide the team to cocreate a Team Business Case for Change, articulating how improving this area together will lead to greater effectiveness, trust, and performance. This is where synergy takes shape—leadership shifts from “me” to “we,” and transformation scales beyond the individual.

Team Coaching Sessions - Monthly

This is where team development becomes a real part of their day-to-day experience at work. You'll learn how to facilitate monthly coaching sessions where team members strengthen their skills and exchange feedforward suggestions related to their chosen growth areas. You'll help them translate these learnings and suggestions into actionable behaviors, with each leader creating their own action plan for implementation.

As team members collaborate, you'll guide their interactions—supporting them as they show vulnerability, build trust, and commit to shared growth. You'll coach the team to respond constructively to perceptions, reinforcing the principle that leadership is cocreated with coworkers.

As the team drills down into specific actions and builds accountability, the groundwork is laid for measurable growth—both individually and collectively.

GTC – Live Online Workshops and Coaching Practice Labs – 18 Hours

The GTC workshops and coaching practice labs are where you put theory into practice through nine 2-hour live sessions. These immersive sessions sharpen your team coaching skills in real time—through role-plays, observation, feedback, and peer dialogue.

Over the course of seven different coaching labs, you'll work across a wide range of team coaching scenarios, covering an entire team engagement from start to finish. This includes

navigating different personalities, cultural contexts, and leadership dynamics—preparing you to apply the GTC approach confidently in your own coaching practice.

The labs also focus on how to lead team coaching conversations with clarity, structure, and flow. Grounded in the ICF Core Competencies, the experience teaches you to create environments of trust, safety, vulnerability, and open sharing—while balancing the voices of individuals with the collective needs of the team.

Authentic Leadership Model (ALM)

You'll practice guiding team members in defining both their individual and team Authentic Leadership Models, then facilitating opportunities for them to share these models with one another. This helps build mutual understanding and deepen team cohesion.

Through this process, leaders learn to bring their whole selves to the team—fostering authenticity, transparency, and alignment between individual values and team culture.

Individual Growth in a Team Context

You'll practice helping team members explore the impact and effectiveness of “me-centered” and “we-centered” behaviors, and support them in committing to grow—both individually and as part of the team. As they reflect on their 360 feedback and personal aspirations, you'll support them in defining their leadership focus area and crafting a Personal Business Case for Growth.

Through guided practice in the labs, you'll develop the skills to navigate emotional responses, challenge unhelpful mindsets, and trigger the self-awareness that leads to behavioral change.

Scaling Change as a Team

You'll practice how to coach teams in identifying and prioritizing a collective leadership growth area. Then, you'll guide them in creating a Team Business Case for Change that connects their development efforts to meaningful organizational impact.

From there, you'll learn to facilitate structured feedforward conversations, helping team members support one another with feedback, accountability, and collaborative action planning. These sessions highlight the power of team-driven development and cocreation.

Integrating Team with 1-on-1 Coaching

Toward the end of the live labs, the focus shifts to helping you integrate GTC into your coaching offer. You'll explore how to structure proposals, tailor offerings using service versioning, and confidently position your team coaching solution to decision-makers.

This includes access to practical tools and practicing client conversations, including communicating the value of team coaching and aligning pricing to outcomes that matter. You'll leave with clear language and frameworks to support your coaching practice with sales, onboarding, and delivery.

By the end of your GTC journey, you'll have the knowledge, skills, and hands-on practice to coach teams with confidence—equipped to lead them through individual and collective transformation, grounded in authenticity, shared ownership, and measurable growth.

Mentor Coaching - 15 hours

As part of your ICF accreditation journey, you must complete mentor coaching and submit up to two recorded coaching sessions that meet ICF Core Competency standards. ACC accreditation requires one recording at ACC level, while PCC accreditation requires two recordings at PCC level. Our mentor coaching program is designed to ensure you achieve both outcomes—with a 100% success rate.

Everything You Need to Succeed

To make this process smooth and stress-free, we provide you with everything you need to succeed:

- A comprehensive GCG ICF Mentor Coaching Guide and resource toolkit to help you confidently structure your sessions and apply ICF Core Competencies.



- Access to GCG clients, giving you the opportunity to practice your skills and receive live feedback from an MCC-certified mentor coach—helping you hone your coaching and produce high-quality recordings with ease.
- Use of AI-powered evaluation tools that provide additional insights and personalized feedback from your mentor coach to support your growth.

This combination of expert guidance, live feedback, and AI-powered review accelerates your learning—making it easy to master the ICF Core Competencies and enjoy the journey along the way.

Unlimited Mentor Coaching

Need more practice? No problem. If additional coaching sessions are needed to successfully complete your recordings, you can continue in the mentor coaching program beyond the required 15 hours—at no extra cost—until you fulfill all ICF accreditation requirements. There's no limit.

No Stress, Just Coaching

This approach takes the pressure off. You'll focus on what matters most—practicing coaching with clients, mastering the ICF Core Competencies, and producing recordings that meet ICF standards—with confidence, clarity, and ease.

For more details and questions, chat with us, schedule a call to discuss your coaching development goals or email us at Coach@globalcoachgroup.com.

Or visit globalcoachgroup.com/certifications to learn more or enroll today.

