The Leadership Coaching Certificate program

New executive schedule

The University of Rochester’s Warner Center and Mcardle Ramerman & Co. formed the Leadership Learning Collaborative with a purpose of developing a set of unique learning experiences for leaders and coaches.

The Leadership Coaching Certificate program, the Collaborative’s first initiative, brings together the knowledge, expertise and perspectives of academic, business and community change agents to strategically enhance leadership practice and effectiveness.

The principal focus for participants in the course is to strengthen those leadership practices that increase individual performance and transform work environment and culture.

Beliefs about leadership

We hold two fundamental and complementary beliefs about leadership:
- Leadership is a learnable practice.
- All leaders have the responsibility to develop others.

Leadership coaching principles

Three learning principles guide our instruction and coaching practice:
- The desired personal and organizational changes are the work of the coachee.
- Understanding of self is foundational for change and transformation.
- Change and transformation follows insight and action.

What you will learn

Presence: The greatest tool you as a leader-coach can deploy in the development process is yourself. As a leader-coach, you will learn how to set the tone and create an environment in which successful development takes place.

Clarity, credibility and encouragement: For the coaching to be effective, your coachees must reach clarity about their issues, decide on an appropriate action to take, and enact their decisions. You will develop the leader-coach skills to manage the coaching path. You will help your coachees find their way to new levels of clarity. You’ll encourage them in more effective decision-making and support them as they find the courage to take actions that drive performance and results.

Transformation: Engaging in transformational leadership is challenging for even the most experienced leaders. That means...
that it will be crucial that you maintain your partnership with leaders as they manage change and transformational processes. You will develop skills and strategies for supporting coachees as they engage in transformational leadership practices.

**Course specifics**

The Leadership Coaching Certificate program is experiential and practice-based. Participants will learn to develop leaders while strengthening their own leadership skills. Participants will also have the continued support of respected leadership development practitioners and colleagues as they apply their new skills.

The course includes:

- **Development of an on-going learning community:** Faculty and participants are responsible for contributing to the learning of the group. The resulting learning communities often choose to continue learning together after the completion of the course.

- **Individual coaching sessions:** Participants receive individual coaching from a faculty coach. They work on their own leadership and issues they are grappling with in their coaching of others. This scaffolded approach includes feedback and debriefing of actions and outcomes.

- **Exploration of effective theories and practices for leadership and coaching:** Participants are introduced to, and try out, evidence-based leadership and coaching theories and practices.

- **Experiences with leadership and coaching tools:** Participants are introduced to the theory and use of assessment instruments for understanding communication styles, emotional intelligence and learning agility.

- **Pro bono coaching practicum:** Participants practice their developing coaching skills by providing coaching on a pro bono basis to three coachees of their choice.

- **Formal evaluation:** Participants demonstrate their coaching skills in a genuine coaching session and prepare a final paper that explores and integrates what they have learned during the course.

**Who should attend?**

This course is for leaders at all levels, human resources staff, consultants, coaches and emerging coaches who are committed to developing leaders. Enrollment is taking place now for the next cohort.

**2011 tuition and timing for busy professionals**

Tuition for the course is $11,500 and covers all reading materials. Dates: Welcome dinner October 12; October 13-14; November 10-11; December 8-9; January 5-6, 2012; February 2-3; March 8-9; April 12-13 and May 10-11.

For more information, please call Jennifer Balonek, McArdle Ramerman, at 585-325-1210, or go to www.LeadershipRising.com/LCC.