

THE MODULES OF THE META-COACH SYSTEM

The Meta-Coach training system involves several modules. Each module is designed to introduce some of the key models for the systematic approach and to incrementally build on the coaching skills.

Module I: Coaching Essentials

3 days

Three days focused on introducing the first model of Meta-Coaching, Neuro-Linguistic Programming (NLP), focusing on NLP communication model and specific tools (patterns) which can be applied within the coaching context as well as an approach to enhancing communication.

The focus of this module is on—

- How the brain/mind works in representing and framing.
- How to take charge of your mind and experience high level state management.
- How to “read” a person from the outside and recognize their processing styles.
- How to listen and support in a way that creates “instant rapport.”
- How to run some basic patterns for generating greater resourcefulness.
- How to eliminate fears, limitations, and negative emotional states.
- How to use the responses of others as feedback for communication elegance.
- How to identify and use the perceptual filters that govern our communications.

The participant learning outcomes from *Coaching Essentials* include developing basic and advanced communication skills. While benchmarking of the 7 core Meta-Coaching skills does not occur at this level, with consistent practice following the training the typical participant will achieve a Level 1-2 benchmarking on:

- Listening Skills
- Supporting Skills
- Questioning Skills
- Giving Feedback Skills

Participants will be able to:

- Identify individual and team key motivating filters.(Used to profile individuals and groups processing styles)
- Use a simple and effective “coaching structure” for leading workplace performance.
- Use a precision questioning mode for ensuring precise and constructive communication.

Module II: Coaching Genius

3 days

Three days of introduction to the second model of Meta-Coaching, Neuro-Semantics (N.S) which focuses on the workings of *our self-reflexive consciousness* that creates all of the thoughts and feelings “in the back of our mind” that set the frames for our beliefs and Matrix of meaning.

You will Discover how to follow the energy within the levels of the mind as you reflect on your own thinking and feeling.

The focus of this module is—

- How we create layers upon layers of meaning and how to take charge of our meaning making.
- How to stop creating interferences and sabotages and to release all of the energy spent on going around in circles of confusion and paralysis.
- How to create a laser-beam focus for concentration and flow.
- How to set the most empowering new frames of mind that give you the kind of can-do attitude that will make you resilient, centered, “at cause” in your own life, and passionate.
- How to more effectively set frames with others that invites them to step up to new possibilities. How to blow-out excuses that keep us selling ourselves short from our highest visions.

This dynamic training builds upon, and integrates the advanced communication skills of Module 1 and applies them to enhancing performance and developing Coaches and Leaders. While the primary focal point of this training is on coaching skill development, this module is also a self-leadership and leadership development module. Participants eliminate interferences, “get their ego out of the way,” and eliminate other sabotaging thinking patterns and behaviors, thus this module is considered a self development module for individuals not on the coaching track who want to effect change in their lives. In this training, participants are able to use the Meta-States model to handle the thoughts “in the back of the mind,” increasing accountability, blowing out excuses, overcoming blocks and limitations, and learning how to unleash natural genius and innovation in self and others.

Formal benchmarking of the 7 core coaching skills does not occur at this level, yet with consistent practice following the training participants will typically achieve Level 1-2 benchmarking on:

- Meta-Questioning Skills
- State Induction Skills
- Receiving Feedback Skills

Participants will be able to:

- Demonstrate advanced state management skills.
- Eliminate sabotaging thinking patterns and behaviors in self and others.
- Use the 26 questions for developmental and transformational coaching of other leaders, managers, and front-line team members and coaching clients.
- The ability to self-coach, an integral skill in successful coach and self-actualizing individuals.
- Learn the structure of closing the knowing doing gap

Module III a: Coaching Mastery - ACCM

Associated Certified Meta-Coach

8 days

Eight days of intensive training introducing the final five more models of Meta-Coaching: *Axes of Change*, *Matrix Model*, *Matrix Business Plan*, *Benchmarking Model*, and *Self-Actualization Quadrants*. The models and patterns learned are put to use each day in actual coaching sessions to implement the learning's, accelerate the development, and get hands-on experience that will be benchmarked.

The focus of this module is:

- To gain the competence and confidence to be able to actually *do* what you learn and to *integrate* it into a coaching conversation immediately upon learning it.
- Experience a coaching boot-camp that uses the intensity of the training to build up your mental toughness, inviting you to identify and be coached to mobilize the resources needed to handle real-life pressures effectively.
- Experience numerous kinds of *coaching conversations* as you develop your questioning and meta-questioning skills.
- Be coached to create and complete your own Professional Development and Business Plan.
- Fast track your competency skills in the 7 core coaching skills, the 8 change skills, and the 11 additional advance coaching skills.

- Discover and practice getting coaching KPI's (Key Performance Indicators) in a session and coaching to it for adding intentionality, relevancy, and succinctness to your coaching style.
- Get crystal clear on the distinctions between leading, managing, and coaching.
- Discover the role of coaching in organizational development, leadership, and team building.

Through rigorous benchmarking of the 7 Core Coaching Skills, by the end of this training participants will typically achieve Level 2.5 benchmarking in—

- Listening Skills
- Supporting Skills
- Questioning Skills
- Giving Feedback Skills
- Meta-Questioning Skills
- State Induction Skills
- Receiving Feedback Skill

THE UMBRELLA ORGANIZATIONS OF META-COACHING

Meta-Coaching operates under two umbrella International organizations that represent a community of coaches.

The International Society of Neuro-Semantics (ISNS)

The ISNS was founded by Dr. L. Michael Hall and Dr. Bob Bodenhamer as the Governing body for the association of Neuro-Semantic Trainers, Institutes, and Coaches around the world. Now in 50 countries, *Neuro-Semantics* is a field dedicated to taking performance and experience (*neuro-*) to higher levels of meaning (*semantics*). As a model about the performance of meaning, Neuro-Semantics is pioneering models for transferring the great ideas of the mind into the muscles of the body in the mind-to-muscle pattern. Neuro-Semantics was given birth through the Meta-States model and provides advanced trainings in training and leadership.

The Meta-Coach Foundation (MCF)

The MCF was founded by Dr. L. Michael Hall and Michelle Duval to define, monitor, and enrich the field of Coaching. The MCF is charged with ensuring the preservation of the ethical and professional standards and for ongoing research and development in the field of Meta-Coaching. Under the auspices of the MCF, a Board of Meta-Coach Guardians protects the integrity of the Meta-Coach Certification around the world. Meta-Coach practitioners are invited and encouraged to make a difference in their local communities by creating local chapters of the MCF.