



The Institute for
Integrative Intelligence®

CPIC Program Syllabus



Elevating Human Potential Through the
Art and Science of Masterful Coaching

www.IntegrativeIntelligence.Global

Program Syllabus: Certified Professional Integration Coach (CPIC)

The CPIC is a 130-hour program broken into three phases of learning and six modules that facilitate concept integration.

COACHING FOUNDATIONS - Part I: Modules 1-3

42 hours

- Coaching Fundamentals I-III
- Integrating Human Intelligences (3-Day Virtual - Intensive)
- Adopting the Six Points of Empowerment/Practicum
- Inviting Highest Self/Practicum
- Managing Time Through Core Values/Practicum
- Discovering the Anatomy of Peace 1-2
- Mastering Your Mindset - Practicum
- Phase Two - Coaching Competency

ADVANCED COACHING CONCEPTS - Part II: Modules 4-5

38 hours

- Crafting an Individualized Coaching Program & Contracting
- Embodying a Coaching Mindset /Practicum
- Understanding Who's in Charge/Practicum
- Coaching to Integration/Practicum
- Building Momentum Authentically/Practicum
- Evoking Excellence Through Metaphor 1-2
- Forming Powerful Questions/Practicum
- Locating the Agenda Beneath the Agenda/Practicum
- PHASE THREE – Coaching Competency
- INTEGRATIVE DEVELOPMENT (3-Day Virtual Intensive)

MENTORING & CERTIFICATION - Part III: Module 6

Certification is a 50-hour self-paced process that develops competency of the PCC level ICF coaching standards. The required completion is 3-6 months.

PART I

Coaching Foundations

MODULE 1 - Coaching Fundamentals

Class Titles:

- Coaching Distinctions & Industry Standards
- Understanding the Anatomy of Impact / Coaching Demo
- Partnering for Possibility / Coaching Demo

Format: Webinar

Instructors: Laurel Elders, MCC, CEC / Kristen Truman-Allen, PhD, PCC

Activities: Practice Anatomy of a Session & Session Opening/Closing

Class Objectives - In the Coaching Fundamentals module, each student will:

- Learn the key distinctions between the three primary disciplines: coaching, counseling, and consulting. Explore the similarities and major differences.
- Learn to identify the three milestones of client progression in their own mastery.
- Gain a framework for structuring an effective coaching session.
- Understand the anatomy of a coaching session and the power of timing.
- Understand “hijacking” in coaching, implications and impact.
- Learn the reasons why hijacking occurs and how to steer clear.
- See coaching in action through live demonstration.
- Learn the science of impact and how to effectively open and close a session.

Core Competencies:

- A1 – Demonstrates Ethical Practice (A1.2, A1.5, A1.7)
- A1 - ICF Code of Ethics (A4), Maintaining Distinctions (A6)
- B3 – Establishes & Maintains Agreements (B3.1, B3.2, B3.3, B3.6)
- B5 – Maintains Presence (B5.1, B5.2, B5.3, B5.6)
- D8 – Facilitates Client Growth (D8.2, D8.3, D8.5, D8.8)

MODULE 2 – Integrating Human Intelligences

3-Day Intensive

Class Titles:

- The Neurobiology of Emotional Intelligence & Somatic - Part One
- The Levels of Integration/Human Potential
- Compassionate Communication
- The Map to Mastery - One & Two
- Coaching Practicums - Phase One

Format: 3-Day Intensive (Virtual)

Lead Instructors:

- Carrie Doubts, PCC/Howie Adams, NCC, PCC/Laurel Elders, MCC, CEC
- Lauren Stidham, CPIC, PCC/Michael Tucker, MA, PCC/Tabitha Danloe, CPIC, PCC

Class Objectives - In the first Coaching Intensive, each student will:

- Receive an introduction to integration theory and Integrative Intelligence®.
- Learn the Map to Mastery framework to identify what level a breakdown is occurring at to know which coaching tool to employ at the appropriate time.
- Gain a framework for structuring an effective coaching program that includes contracting, policies, and assessments.
- Understand the role that the Neurobiology of Emotional Intelligence and Somatic play in coaching.
- Learn how the Enneagram, an integratively informed personality assessment, facilitates self-understanding and provides a clear path for personal, professional, and/or spiritual evolution in coaching.
- Learn how to track ROI and map client development which resulted from the coaching.

Core Competencies:

- A1.7 – Referring Out
- A1.5 – Maintaining Confidentiality
- A2.3 – Ongoing Reflective Practice
- B - Co-Creating the Relationship (B3, B4, B5)
- C6 - Communicating Effectively (C6.2, C6.3, C6.4, C6.5)
- C7 – Evokes Awareness (C7.3, C7.4, C7.5, C7.7, C7.9, C7.11)
- D8 - Facilitates Client Growth (D8.2, D8.3, D8.5, D8.7, D8.8)

MODULE 3 – Coaching to Self-Mastery

Class Titles:

- Adopting the Six Points of Empowerment/Practicum
- Inviting the Highest Self/Practicum
- Managing Time Through Core Values/Practicum
- Discovering the Anatomy of Peace 1-2
- Mastering Your Mindset/Practicum
- Phase Two – Coaching Competencies

Format: Webinar

Lead Instructors:

- Carrie Doubts, PCC/Howie Adams, NCC, PCC/Laurel Elders, MCC, CEC
- Lauren Stidham, CPIC, PCC/Michael Tucker, MA, PCC/Tabitha Danloe, CPIC, PCC

Class Objectives - In the Coaching to Self-Mastery module, each student will:

- Understand process to self-identify the inner-critic & invite a shift into Higher-self.
- Gain an understanding of the relationship between time and how it is managed by different personality types. Understand how to help a client budget time in a sustainable way. Help clients develop their own unique success formulas in life and/or work habits.
- Understand the role core values play in personal fulfillment, actions, behaviors, and choices. Learn how to use the Values Inventory Assessment. Help clients identify and live through their core values to establish greater confidence and self-worth.
- Gain a framework for locating unconscious limiting beliefs that are impacting client outcomes and behaviors.
- Understand the key distinctions between a declaration and an affirmation. Understand how to effectively empower forward movement using both approaches.
- Learn how to masterfully unhook unconscious emotional patterns and self-fulfilling prophecies.
- Learn the Phase Two coaching competencies.

Core Competencies:

- A1 – Demonstrates Ethical Practice (A1.1, A1.2, A1.3)
- A2 – Embodies a Coaching Mindset (A2.4, A2.5, A2.6, A2.7, A2.8)
- B4 – Cultivates Trust & Safety (B4.2, B4.3, B4.5, B4.6)
- B5 – Maintains Presence (B5.1-B5.6)

PART II

Advanced Coaching Concepts

MODULE 4 – Coaching Mastery

Class Titles:

- Crafting an Individualized Coaching Program & Contracting
- Embodying a Coaching Mindset/Practicum
- Understanding Who's in Charge/Practicum
- Coaching to Integration/Practicum
- Building Momentum Authentically/Practicum
- Evoking Excellence Through Metaphor 1-2
- Forming Powerful Questions/Practicum
- Locating the Agenda Beneath the Agenda/Practicum
- Phase Three – Coaching Competencies

Format: Webinar

Lead Instructors:

- Carrie Doubts, PCC/Howie Adams, NCC, PCC/Laurel Elders, MCC, CEC
- Lauren Stidham, CPIC, PCC/Michael Tucker, MA, PCC/Tabitha Danloe, CPIC, PCC

Class Objectives - In the Coaching Mastery module, each student will:

- Learn what defines a Coaching Mindset.
- Learn how to identify ways to offer deeper acknowledgments that are designed to speak to the heart of the client and help anchor in new awareness.
- Understand the power, process, and pathways to hear beneath the surface of what a client is presenting and form powerful questions. Explore the four dimensions of coaching mastery.
- See the powerful role of metaphor in facilitating transformation and anchoring in client insights. Use metaphor as an instrument for heightening self-awareness.
- Understand how to effectively empower forward movement using both approaches.
- Observe PCC level coaching and understand the impact and importance of the ICF PCC markers.

Core Competencies:

- A2 – Embodies a Coaching Mindset (A2.1 - A2.8)
- C6 – Active Listening (C6.1 - C6.6)
- C7 – Evokes Awareness (C7.1 – C7.11)
- D8 – Facilitates Client Growth (D8.1 – D8.8)

MODULE 5 – Integrative Development

3-Day Intensive

Class Titles:

- Integration & Self-Identity
- The 8 Domains of Human Potential
- Enneagram-Transformations
- The Map to Mastery 3-5
- The Neurobiology of Emotional Intelligence & Somatic – Part Two
- Evoking Emotional Intelligence in Clients
- Ethics in Action
- Coaching Practicums-Phase Three

Format: 3-Day Intensive (Virtual)

Lead Instructors:

- Carrie Doubts, PCC/Howie Adams, NCC, PCC/Laurel Elders, MCC, CEC
- Lauren Stidham, CPIC, PCC/Michael Tucker, MA, PCC/Tabitha Danloe, CPIC, PCC

Class Objectives - In the Integrative Development module, each student will:

- Realize the role of True Self integration and understand how to facilitate growth in the variety of our human “parts” that lend to personal growth.
- Review and role-play the ICF Coaching Code of Ethics.
- Learn how to craft a powerful individualized coaching program (ICP).
- Continue developing somatic awareness of client cues.
- Gain an understanding of personal power.
- Understand the four elements of Emotional Intelligence in coaching.
- Review the 8 Domains of Human Potential in coaching.
- Complete program class hour requirements.

Core Competencies:

- A1 – Demonstrates Ethical Practice (A1.1 – A1.7)
- B - Co-Creating the Relationship (B3, B4, B5)
- C – Communicating Effectively (C6, C7)
- D – Cultivating Learning & Growth (D8)

PART III

Integrative Coaching Certification

MODULE 6 – Mentoring & Certification

Activities:

- Complete logging 25 hours of practice coaching
- Complete Three (3) Case Studies demonstrating client progression
- Complete six (6) Coaching Supervision Sessions
- Complete 15 Session Reflection Forms
- Transcribe and submit three (3) 30-minute recorded coaching sessions for mentoring
- Complete three (3) PCC Marker Self-Assessments on the recordings
- Complete three (3) Mentor Coaching Sessions
- Pass the Performance Evaluation

Format: Online (email, Zoom, phone)

Mentor Coaches: Laurel Elders, MCC, CEC & Carrie Doubts, PCC

Certification Objectives: In the Certification module, each student integrates all prior learning through:

- Reviewing recorded sessions and receiving feedback on skills, growth points, and next developmental steps.
- Receiving mentoring guidance and continuing to practice independently.
- Preparing for the Performance Evaluation.
- Completing the final certification and program requirements.
- Preparing to sit for an ICF ACC or PCC Credential (optional).

CREDENTIAL OPTION: Upon completion of all program requirements the student will choose their CPIC designation as follows:

- Certified Professional Integration Coach
- Certified Professional Integrative Coach

Core Competencies:

- A – Foundation
- B – Co-Creating the Relationship
- C – Communicating Effectively
- D – Cultivating Learning & Growth

What makes this program valuable?

Our unique methodologies, practical applications, and variety of coaching tools make our professional certification incredibly valuable.

We offer the **only** coach training on harnessing the power of Integrative Intelligence®. Our integrative process takes your coaching into great depths.

Our program is both personally and professionally leveraging. Our faculty are all highly successful coaches here to see you succeed and show you a clear path to follow as you formulate your own success.

We offer intimate class sizes made up of successful professionals who learn together and are invested in leading from their calling.

MISSION:

We are here to elevate human potential. We, the Institute for Integrative Intelligence team, feel called to be a part of a much bigger movement towards integrative thinking and sustainability that is heart-centered, inspiring, and empowering, so that freedom, health, and joy may be shared for generations to come.

We are here to serve people who also feel the call to support a shift towards sustainable, collaborative practices in business, management, leadership, and personal evolution. We are here to provide the framework for global and economic empowerment and to inspire groups into ethical and viable professional practices.

We are here to help those on a mission to leave a positive legacy with their life's footprint and to reach farther to create a much larger positive impact on people's lives, both locally and globally.

We are here to see you graduate from our training with a solid foundation to successfully lead from your calling.

Your Success Team



Nancy Smyth, CPCC, MCC



Tamica Sears, MA, CPIC, PCC



Suzanne McFarlin, PCC, BCC



Dr. Kristen Truman-Allen, PCC



Howie Adams, NCC, PCC



Michael Tucker, MA, PCC,
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Rebecca Smith, MA, PCC



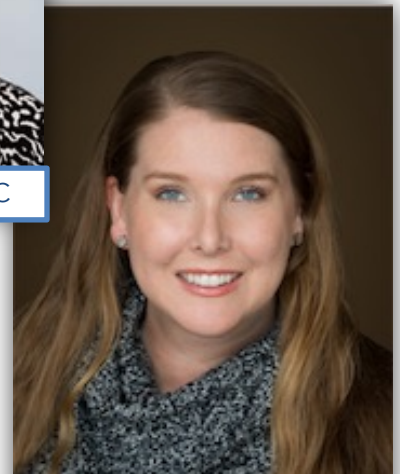
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