



I.C. INTEGRAL COACHING™

A CRUCIAL APPROACH TO COACHING LEADERS



Why is our coaching program aimed at coaches of leaders?

Today's leaders face unpredictable and complex moral systems, motivation factors and working styles. New approaches, perspectives, strategies and methods are required to provide a fresh outlook toward teams, leaders and the system in order to overcome these complex, unpredictable, and contradictory structures.

Until now all the approaches of management consulting and coaching have tended to focus on a single dimension, for example on performance or on system dynamics or on individual's internal dynamics or outcomes but not of the interdependencies and combined effects of all of these. This has been the cause for missing the 'Whole' in regards to approach and context for the strategies and executions taken.

I.L. Integral Leadership™* came about to enhance the perspective and approach of leaders in their given situation and to hasten and ease their ability to see the system and themselves from a new and broader angle.

Using this perspective, the main goal of the **I.C. Integral Coaching™** program is to train coaches who can support leaders to recognise themselves within the 'Whole' and how they can influence the various dimensions while focusing on the whole picture.

* **I.L. Integral Leadership™ for C-Suite** and **I.L. Integral Leadership™ for Managers**, are programs with a holistic approach which has been developed for the purpose of enhancing leadership skills.



What is this program ? How will it benefit you?

- 1 If you are on the path to becoming a professional coach, or you wish to deepen your existing coaching skills, we present a program that not only perfects your coaching skills but will further your leadership skills as well.
- 2 **I.C. Integral Coaching™**, is a coaching program which was designed with future orientated holistic theories, research, and methodology rooted in strong practices and experience.
- 3 **I.C. Integral Coaching™ Progame**, consists of 104 training hours in level I (Certification Degree) and 133 training hours in total including level II (**ACTP**) as approved and certified by **International Coach Federation (ICF)**.
- 4 During this entire process, participants will receive full and continued support from ICF accredited senior coaches dedicated to personal and professional growth.
- 5 All participants will receive a personal development plan.
- 6 With our small classes and subgroups, participants will develop their skills alongside other professionals and leaders in a safe environment which lays the foundations for a lifetime of connections.
- 7 **I.C. Integral Coaching™** develops leadership and coaching skills while preparing participants for the 5 modules of the **ACC-ICF** accreditation. After completion of the 5 modules, participants will be able to enter the **ACC-ICF** accreditation exam. Upon successful completion of the follow up certification module, participants will have the ability to obtain the **CPIC - Certified Professional Integral Coach™** accreditation which will allow them to obtain **PCC** from **ICF** upon completion of coaching hours and other requirements as required by ICF without the need for an additional exam.
- 8 The curriculum consists of 5 modules of three days each. As part of this program, participants practice their coaching skills with other participants, receive feedback, take a final exam and deliver a live coaching session with a potential client.
- 9 All books, materials, coaching, guidance, and level I certificate will be provided without any additional cost
- 10 Training will be given in either English or Turkish depending on the group make up.

I.C. Integral Coaching™ Program

consists of six modules.

MODULE I

Essentials

The road to Integral Coaching begins with the explanation of the terminologies that forms the cornerstones of the coaching and integral methodology in the three day 'Essentials' module. The focal point of this module is to outline the foundations of **ICF Core Coaching Competencies** and **Integral Theory**. Participants will learn, experience, apply, and internalize the integral coaching approach through a wide lens. They will embody the core coaching skills with advanced coaching techniques. In addition, they will receive feedback from experts in order to progress and improve.



MODULE II

Process

The three day '**Process**' module focuses on Integral Theory through coaching with the **Emotion-Discourse-Body** perspective. The critical purpose of this module is to create a balance between the 'Doing' and the 'Being' within the clients development. In this module, participants will be able to examine themselves and their clients in depth; living through the experiences of emotion, discourse, and body, they will come to understand that they're in dynamic and compatible relationships. As in all modules, the two components; ICF Core Coaching Competencies and Integral Approach, will be observed, assessed and given feedback during the coaching sessions.

MODULE III

Deep Dive

The three day '**Deep Dive**' module will put the coach and the participant deep into the heart of the experience. The main purpose of this module is; for the coach to understand him/her -self and the client in a holistic view, focusing on both seen and unseen value systems, and using their essential coaching skills such as systemic listening and questioning. In this module, participants will integrate and apply their coaching skills collectively while receiving feedback and assessment from the trainers.



MODULE IV

Spirit

The three day '**Spirit**' module, begins with us seeing the world from the perspective of the **five elements** as a way to access aspects beyond our physical perceptions. This enables us both as coach and as an individual to tune into and access often helpful insights and energies to promote development and growth. Using this frame each coach will create a roadmap of the five element energies for the coach to use in their practice. As in all other modules, the two essentials, i.e., ICF Core Competencies and Integral Approach, will be reviewed during every practice and feedback/assessment will be provided.

MODULE V

Alchemy

The final essential study, the three day '**Alchemy**' module, relates to combining the skills, information and experiences learned in the previous four modules and through it transforming them into an '**Integrated Coaching Map**'. This module will allow participants to use their experience with 'trust in the coaching process' mindset and encourage them to begin their own '**Hero's Journey**'. In this module, participants will experience an integration of the coaching practice to date and of working in the here and now and receive assessment/feedback from the instructors.





Exercises of the 5 Modules

As one part of the first level program , each participant will take a final exam , have a live session with a potential client in order to exhibit their coaching skills and receive feedback from the instructors.

- **Practical Coaching Sessions** – Participants will have to join a series of sessions while acting as a coach, client, and observer. These sessions will also be under a formal review by a professional coach within the program and group.
- **Individual Study** – Reading materials, case studies, assignments
- **Two coaching sessions by a Professional coach**
- **Coaching practice between each module**
- **Study Group** – GPS group (coach, client, observer) for implementation
- **Live Coaching Day** - Final exam with feedback
- **Graduation**

With the completion of the first section of the **I.C. Integral Coaching™** program , participants will have completed an important step in their journey to improve themselves both as individuals and as leaders and attain self-fulfillment for the future while embodying the holistic coaching approach.



MODULE VI

CPIC Accreditation and Mastering Coaching

I.C. Integral Coaching™ – CPIC Certified Professional Integral Coach™

If you are on the path to becoming a professional coach, or you wish to deepen your existing coaching skills, we present a program that not only perfects your coaching skills but will further your leadership skills as well.

After fulfilling the first level of I.C. Integral Coaching™, in order to complete the ACTP program and receive accreditation, participants will be invited to the **CPIC Certified Professional Integral Coach™** masters program. Upon successful completion of this program participants will **be able to attain accreditation by ICF without entering an exam** assuming other prerequisites such as 100 coaching hours for **ACC**, 500 hours for **PCC**, CKA, etc.

The **CPIC Certified Professional Integral Coach™** process includes individual study, group study, self-evaluation development plan, coaching case study, three webinars, observation sessions, 10 hours of mentorship, observed coaching and exam, and 60 hours of logged coaching practice. As a result, through real time practice, while becoming confident in their coaching, participants will embody the integral coaching frame more fully as a coach.



MODULE VI

CPIC Accreditation and Mastering Coaching

Written Evaluation – After writing an essay on the three ICF core competencies and an I.C. Integral Coaching™ essay, participants will be required to write a 1000-1500 word written case study and finally a self-reflection paper. Participants will finalize their plans for individual education and areas of development with support from the coach assigned to them.

Practice Coaching Sessions – As a way to support and allow participants to gain experience, they will be expected to join three online conferences with their peers/groups. Each conference will be made up of three to four participants, each acting in the role of Coach, Client, and Observer to use the concept of integral coaching.

Mentorship and Observation Period – Participants will join three online classes for a total of seven hours which will be observed by a mentor. Additionally these classes will also be supervised by a professional coach.

Individual Mentoring – In order to ensure that participants are competent once they feel they're prepared to register, they'll be required to get a three-hour one-to-one mentoring from MCC or PCC.

Coaching Log – Participants will be required to complete 30 hours of individual coaching sessions from Module I until the end of the program (I.C. Integral Coaching™) and share their coaching log.

Final Exam – Coaching session - Participants are required to send in two coaching sessions (maximum 40 minutes) and self-evaluation to be reviewed by the coach assigned to them.

CPIC Accreditation – Once participants have completed all of the steps above and pass the exam (online or in person) reviewed by a senior program coach, the CPIC title will be registered officially.

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Leadership has the ability to handle polarity and make space for each one.



- Sami Bugay

Master Certified Coach-ICF

I.C. Integral Coaching™ methodology was created by Sami M. Bugay (MCC) and the KA team, as part of the I.L. Integral Leadership™, I.C. Integral Coaching™, and I.T.C. Integral Team Coaching™ based on Ken Wilber's AQAL model.

Bugay, who spent years in management, thought at length about leadership development and discovered coaching in 2001 which he saw as a vehicle for self-improvement. After graduating from six different coaching programs and conducting more than 7000 hours of coaching, he began to concentrate on 'providing meaning' to his work.

In the year 2006, Bugay was introduced to Ken Wilber and the Integral Philosophy during the Integral Leadership training in Boulder, Colorado. After working with the program for a considerable length of time, he became aware that the missing piece in his work was the inclusiveness, which is a core component in integral philosophy. Embarking from that point, he redefined it in an effort to bring '**balance**' to the leadership development process, embrace the insight provided by paradoxical circumstances, accept the dilemmas caused by the '**unconscious self**', and be fueled by the dynamic and creative power of chaos.

Bugay is a lecturer at The School of Life founded by Alain de Botton, and is author of the book "ITC - Integrated Team Coaching", ICF Turkey President 2016-2018, the mentor of Endeavor Turkey and a member of the Consultative Committee, as well as the director and head educator of the "I.C. Integral Coaching™" coaching program.

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