

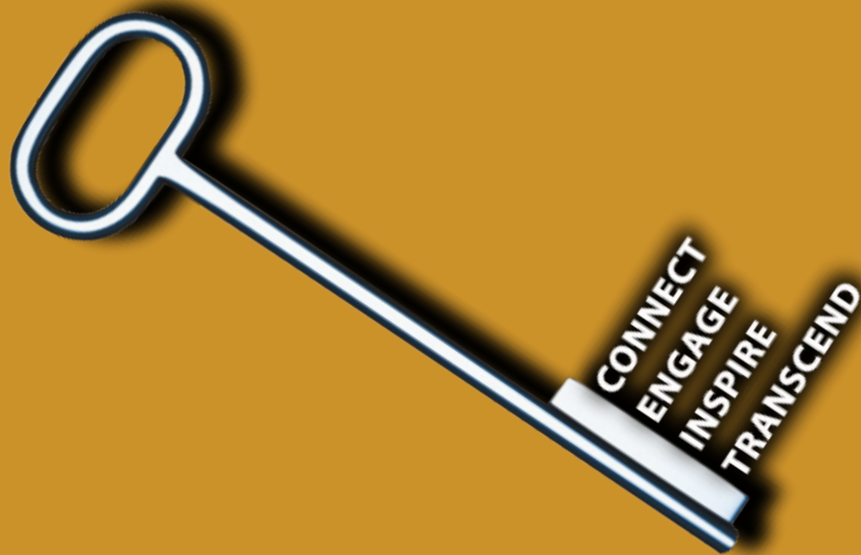
CERTIFIED
ENGAGEMENT &
PRODUCTIVITY
COACH

CEPC

CONNECT ■ INSPIRE ■ TRANSCEND

CERTIFIED ENGAGEMENT & PRODUCTIVITY COACH

A transformative program designed to help team leaders master the art of inspiring teams to transcend current performance with sustained momentum!





Quick Highlights of the CEPC Program

CEPC Promise:

A transformative program specially designed for team leaders seeking to master the art of inspiring teams to transcend current performance with sustained momentum!

Target Group

- Senior Managers / Team Leaders (Heads of Departments / Division)
- HR Managers/ HR Business Partners

ICF Accreditation

- International Rating – 60 ACSTH by ICF 

Course Objectives:

Team leaders are able to use coaching approach and tools to:

- Connect with teams or enhanced engagement and productivity;
- Enhance team communication and relationships;
- Unlock and inspire teams to unleash their full talent;
- Delegate and progressively expand people's scope of responsibility
- Get more time to focus on the strategic business matters;
- Build a sustainable high performance culture;
- Build loyalty and enhance retention.

CEPC Curriculum: 3 Comprehensive Modules + Project

Module 1: Professional Coaching Fundamentals

- Important Coaching Definitions;
- Coaching Vs. Mentoring;
- Coaching Principles, Mindset and Philosophy;
- Exposition of ICF's 11 Universal Core Coaching Competencies
- ICF Professional Code of Ethics;
- The Systematic Flow of a Coaching Engagement;
- Designing Sustainable Processes for Team Coaching.

Module 2: Team Leader as a Coach

- Creating a Coaching-Friendly Environment;
- Establishing Trusting Relationships to Facilitate Team Coaching;
- Assessing Team Coaching Needs;
- Designing Prioritized Team Coaching Plans aligned to Organizational Priorities;
- Initiating and Driving Manager-led Coaching Conversations;
- Peer Coaching, Review and Feedback.

Module 3: The "Transcend" Project - Designing Engagement & Productivity Coaching Value Chain for the Team

- Exposition of Engagement and Productivity Levers;
- Designing Prioritized Team Coaching Plans Aligned to Organizational Priorities;
- Managing the Entire Coaching Process ;
- Communication and Engagement Strategy for Critical Stakeholders;
- The Promise and Commitment: The "Transcend" Project.

ICF Certification Examination

Other Important Course Details

“The program is a real catalyst for organizations that are committed to building solid internal coaching capacity that will support embedding a sustainable coaching culture”

Duration	10 weeks , 6 phases (including live training, coaching practice and project)
Program Structure	<ul style="list-style-type: none"> Phase 1 (REMOTE): Pre-engagement Vision Casting – Establishing Team's Engagement and Productivity Metrics (EPM's) Phase 2 (LIVE class): 3 consecutive days of live training on professional coaching fundamentals Phase 3(REMOTE engagement): 4 weeks of supported work -based coaching Phase 4(LIVE class): 3days of advanced training on coaching for engagement and productivity Phase 5(REMOTE engagement): 4 weeks of advanced team coaching practice at the workplace + Transcend project Phase 6 (LIVE class): 1 day – Transcend Project presentation and Peer Review & feedback + Final Coaching Examination
Registration Deadline for Next Class	<ul style="list-style-type: none"> 18th December, 2015
Exact Training Calendar for Next Intake	<ul style="list-style-type: none"> Phase 1: 2nd - 17th January , 2016 Phase 2: (3 days) 19th -21st January, 2016 Phase 3: 4 weeks of Work-based Coaching Practice Phase 4: (3 days) 1st - 3rd March, 2016 Phase 5: 4 weeks of Work-based Coaching Practice Phase 6: (1 day) 1st April, 2016 <p>Note: Phases 3 & 5 involve guided coaching practice and project (see program structure)</p>
Course Evaluation & Examination	<ul style="list-style-type: none"> Comprehensive Pre-engagement Vision Statement 100% Class Attendance Work-based Coaching practice (Minimum 10 hours) Peer Coaching Observed Mentor coaching Case Study Submission Peer Reviewed Transcend Project Final Exam
Class size	<ul style="list-style-type: none"> Limited Class Size as per ICF Standards.
Venue of classes	<ul style="list-style-type: none"> Nairobi - Fairview Hotel, Nairobi, Kenya
Your Investment	<ul style="list-style-type: none"> Introductory offer - Kes. 380,000 (exclusive of 16% VAT). This covers tuition, admin costs, project review, coaching observation and Final ICF Certification Exam
Instalment Payment Plans (for self-sponsored students ONLY)	<p>Option 1: Gold Plan Pay full fee on or before the registration deadline and get 5% discount.</p> <p>Option 2: Silver Plan Pay 50% on or before the registration deadline and pay the balance within 30 days after course commencement. This option attracts 5% financial risk charge.</p>

3 Optional Tracks (for In-house Teams) @ Additional Cost

OPTIONAL TRACK 1

Personalized one-on-one coaching for delegates

OPTIONAL TRACK 2

Team sensitization workshop:
Embracing coaching approach to maximize personal and team productivity

OPTIONAL TRACK 3

One(1) day extra training on team mentoring as a complement to team coaching



Exactly what you receive: Total Package + Bonuses

"In the CEPC program, you not only learn how to coach. You also get coached, coach others, and network with like-minded leaders passionate about making a sustainable difference in the organizations they work for, and the society at large"

- ✓ **Live Group training** : 6 days staggered over 10 weeks;
- ✓ **Work-based practice** : this ensures translation of theory into practice;
- ✓ **Comprehensive Resources** : Manuals and workbooks for all the modules;
- ✓ **Planning tool-kit** for Team Engagement and Productivity coaching;
- ✓ **Implementation Support to ensure translation of theory to practice** : unlimited coaching implementation;
- ✓ **Unlimited** access to peer coaching, mentoring and support;
- ✓ **Mentor coaching** to enhance your coaching mastery;
- ✓ **Practical work based assignment** : You get expert review and feedback;
- ✓ **Structured support** by leading ICF credentialed coaches;
- ✓ **Express** membership to our CEPC Community of Practice (CoP);
- ✓ **Free** resources and resource- list for further reading;
- ✓ **Free** online platform for learning, sharing & networking;
- ✓ **Ultimate** International Credential - ICF recognized CEPC (60 ACSTH);

Why Train with CDI-Africa

- ✓ **Highest Professional Standards:** All our trainers hold international coaching credentials and are experienced practitioners;
- ✓ **Global Recognition:** Our courses have global recognition through alignment and accreditation by the International Coach Federation (ICF);
- ✓ **Learning & Implementation Support:** 90% of our team is based in Kenya ; we give maximum support when you need it;
- ✓ **Experiential Learning:** Our programs are staggered with a blend of theory and practice to maximize your learning and fully ground you as a coach;
- ✓ **Global Networking:** We facilitate exposure to international coaching standards through our global network;
- ✓ **Tested Methodology:** For close to a decade and having worked with leading organizations and leaders, our tools and methodology are well tested;
- ✓ **Cultural & Contextual fit:** Our programs are customized to suit local needs while remaining anchored on global standards;
- ✓ **One-Stop-Centre:** When you partner with us, you get coach training access mentoring technical advisory, resources... all under one roof!
- ✓ **Best Value Option:** True to our business motto - **"Advancing the Coaching Profession"** - we are undeniably the best value coach trainer in this region.

Program Facilitators

“ All our trainers hold international coaching credentials, are accredited by International Coach federation (ICF). They are also experienced coaching practitioners working with global clients “



Eileen Laskar

Program Developer, Lead Trainer & Coach

Qualifications, Credentials & Memberships

- ICF's Professional Certified Coach (PCC)
- Certified Executive Coach (CEC)
- Certified Leadership & Talent Management Coach (CLTMC)
- Certified Professional Career Coach (CPCC)
- ICF registered Global Mentor Coach
- MSc. (Leadership) - Walden University (USA)

Eileen is a true coaching pioneer in East Africa having been the first to be awarded the prestigious Professional Certified Coach (PCC) credential by the International Coach Federation (ICF) in this region. She has coached hundreds of leaders and helped various organizations implement workplace coaching and mentoring programs.



Dr. Vikki G. Brock

Program Director & Mentor Coach

Qualifications, Credentials & Memberships

- ICF's Master Certified Coach (since 1998)
- PhD in Coaching and Human Development,
- Executive Leadership Coach for Leading Global Organizations.
- Recognized Author, Speaker and Global Mentor Coach
- Executive MBA

Vikki has been in private practice as an executive leadership coach and mentor for other coaches since 1995. She has coached numerous leaders and coaches from Fortune 500 companies and published a Sourcebook of Coaching History. Dr. Brock is the technical advisor directing development of internationally recognized coaching programs at CDI-Africa.



George Nuthu

Associate Coach, Trainer & Mentor Coach

Qualifications, Credentials & Memberships

- ICF's Associate Certified Coach (ACC)
- Certified Workplace Coach (CDI-Africa)
- Registered ICF Mentor Coach
- Certified Executive Coach (AoEC, UK)
- Certified Professional Leadership Coach (LLC, USA)
- Masters of Art in Leadership (GU, USA)

George has 15 years' experience in equipping and developing leaders through training, coaching and mentoring. He has been a practicing lawyer and a pastor, a background that makes him greatly appreciate the intrigues and complexities of human behavior. He is a seasoned, well-trained leader and ICF certified coach, with a proven record of boosting performance and productivity of leaders. George's passion is to inspire and influence leaders to discover, develop and fully demonstrate their personal and professional potential.



Catherine Wahome

Associate Coach, Trainer and Consultant

Qualifications, Credentials & Memberships

- ICF Certified Workplace Coach (CWC)
- Certified SLII Trainer – Ken Blanchard
- Certified Personal Development Analyst – PDA International
- MPhil (University of Cambridge, UK)
- MBA (University of Nairobi, Kenya)
- Member, International Coach Federation (ICF), IHRM, KIM
- Certified Trainer, Development Dimensions International (CDDI)

Catherine has over 21 years' solid experience in Human Resource Management and Leadership Development gained working with leading multinationals. She previously headed the HR Department of Deloitte East Africa and currently sought after leadership & performance management coach and consultant in the region.

About CDI-Africa

Our Vision:

To be the center for excellence in training and development of coaches and mentors in Africa.

Our Mission:

We advance coaching and mentoring as a strategic approach to people development and organizations' success. We achieve this through design and delivery of world -class training, coaching, mentoring and consulting programs that are responsive to our clients' current and emerging.

The Coach Development Institute of Africa (CDI-Africa) Ltd, commonly known as "CDI-Africa" has been in existence since 2006. We are a renowned leader in advancing the coaching profession and practice in the region having been the first coach training organization domiciled in Eastern Africa to have been accredited by the International Coach Federation (ICF). Besides offering internationally accredited training programs, providing 1-on-1 leadership coaching and team coaching, we are passionate about supporting organizations develop in-house coaching and mentoring capacity.

We are members of good standing with the International Coach Federation (ICF), the global regulator of the coaching industry and all our coaches and associates hold various international coaching credentials from diverse world –class coach training institutes. The lead team is made up of ICF accredited coaches who are either Master Certified Coaches (MCC), Professional Certified Coaches (PCC) or Associate Certified Coaches (ACC).

Clients/Partners



Wu Yi Plaza, 8th Floor, • Galana Road, off Argwings Kodhek, Kilimani, Nairobi

P.O. Box 17581-00100 Nairobi, Kenya • Phone: +254 20 2348464 • Mobile: + 254 721 393030 / +254 735 393030

Email: info@cdi-africa.com • Website: www.cdi-africa.com

Mercy Njoroge

Cell: +254 724 996283

Email: mercy.njoroge@cdi-africa.com

Eileen Laskar

Cell: +254 721 393030

Email: Eileen.laskar@cdi-africa.com

Veronica Kerich

Cell: +254 735 393030

Email: veronica.kerich@cdi-africa.com