

1-Week Front-end Coaching Intensive [FECI] The Columbia Coaching Certification Program (3CP) Fall 2025 – Cohort XXXV Concurrent Hybrid					
Day 1 – Sunday (November 9)	Day 2 – Monday (November 10)	Day 3 – Tuesday (November 11)	Day 4 – Wednesday (November 12)	Day 5 – Thursday (November 13)	Day 6 – Friday (November 14)
Pre-work Prior to Program Launch <ul style="list-style-type: none"> LSI & NBI Pre-work Booklet Readings 	Asynchronous - B: Foundation #1 - Coaching Mindset: Guiding Principles; and Determining Your Starting Point [Allocate 1 Hour to Complete. Must Be Done Prior to SS#2]	Asynchronous – D: Foundation #2 - Core Coaching Competencies (Presence, Relating, Questioning, Listening) + Learning Styles & Coaching – [Allocate 1 Hour to Complete. Must Be Done Prior to SS#4]	Asynchronous - E: Foundation #3 – Overview of Coaching Process (Phase 1 + Feedback) + Thinking Style and Coaching [Allocate 1 Hour to Complete. Must Be Done Prior to SS#6]	Asynchronous – F: Foundation #3 – Phase II (Feedback, Options, Planning/Goal Setting+ A/S) [Allocate 1 Hour to Complete. Must Be Done Prior to SS#8]	Asynchronous – G: Recap of 3 Foundations & Prepare for Final Coaching Conversation [1 Hour Prior to SS#10]
Asynchronous - A: Program Overview 3 Coaching Foundations (Allocate 1 Hour to Complete)	Synchronous Session #2: Guiding principles & Baseline Coaching Conversations Conversation Outline 9:00 AM – Noon ET 3 Hours	Synchronous Session #4: Coaching Competencies & The Success Pyramid (ORID) 9:00 AM – Noon ET 3 Hours	Synchronous Session #6: Coaching Process (Phase I: Entry & Contracting, D/Fs, S/A) 9:00 AM - Noon ET 3 Hours	Synchronous Session #8: Coaching Process – cont. (Demo #2 – D/F +S/A Feedback & Options) 9:00 AM – Noon ET 3 Hours	Synchronous Session #10: End of-The-Week Coaching Practicum Overview Closure 8:00 AM – 12:00 PM ET 4 Hours
	Lunch [12:00 to 1:00 PM]	Lunch [12:00 to 1:00 PM]	Lunch [12:00 to 1:00 PM]	Lunch [12:00 to 1:00 PM]	Lunch [12:00 to 1:00 PM]
Core Group Session #1: Introductions & Routes to Coaching [Zoom & Whiteboard] [Aligned Time Zones – 1 Hour] – Note: 1:30 – 2:30 ET Welcome Reception [3:00 to 4:00 PM ET In-Person]	Asynchronous - C: Interpersonal Process Recall - Mutual Recall Ethics [Allocate 1 Hour to Complete. Must Be Done Prior to SS#3]	Core Group Session #2: Guided Reflections & Coaching in Organizations [1 Hour] Complete Prior to SS#5 NOTE: 1:30 – 2:30 PM ET	Core Group Session #3: Phase I: Coaching Demo #1 (Entry & Contracting) [1 Hour Complete Prior to SS#7] NOTE: 1:30 – 2:30 PM Eastern Time US	Core Group Session #4: Phase II Demo #3 (Feedback & Options) [1 Hour Complete Prior to SS#9] NOTE: 1:30 – 2:30 PM Eastern Time US	Core Group Session #5: Share Key Learning from the Week + “Coaching Buddies” 10:15 – 10:55am EST Note: Final core group will take place for 40 minutes after end of the week coaching conversation. Additional instructions to be provided by facilitators.
Synchronous Session #1: Program Launch & Life History/Maps 4:00 – 7:00 PM Eastern Time US 3 Hours	Synchronous Session #3: Baseline Review & Ethics – Take II 3:00 – 6:00 PM, ET 3 Hours	Synchronous Session #5: Success Pyramid Coaching Conversations (2 Hours) Organizational Models & Coaching + LSI (1 Hour) 3:00 – 6:00 PM, ET 3 Hours	Synchronous Session #7: Coaching Process – cont. (DF-S/A Recap+ Feedback with NBI) 3:00 – 6:00 PM ET 3 Hours	Synchronous Session: #9: Coaching Process – Cont. Phase II – P/G & Phase III – A/P [2 Hrs 15 mins] Demo #4: PGS +AS.] 3:00 -6:00 PM ET 3 Hours	Transition to Practicum Period
Dinner [7:00 to 8:00 PM ET]	Dinner [6:00 to 7:00 PM ET]	Dinner [6:00 to 7:00 PM ET]	Dinner [6:00 to 7:00 PM ET]	Dinner [6:00 to 7:00 PM ET]	