

CHANGECOACHES

COACHING BELOW THE SURFACE: CERTIFICATION IN CULTIVATING INNER CAPACITY FOR TRUST, SAFETY, AND CONNECTION

*A human-centered approach to coaching across
differences in times of uncertainty and change.*



Welcome to a Coaching Experience Unlike Any Other

Most coaching programs just scratch the surface. But real progress? That happens *below* where trust is built, barriers break down, and real change begins.

This isn't just another coaching course. This is about leveling up, about becoming the kind of coach who can navigate complexity and conflict, foster real belonging and mutual safety, and create lasting impact. And *you're* right at the center of it.

With 38 hours of immersive, hands-on learning, you won't just gain new knowledge, you'll *feel* the shift in your coaching. You'll walk away with the tools, confidence, and insight to coach at a deeper level than ever before—with presence, cultural awareness, and the ability to hold emotionally rich, attuned conversations. You'll become a mirror and a container for your clients' growth without losing your own grounding, creating a pathway to deeper presence and more expansive coaching.

For more information, visit <https://changecoaches.io/coaching-below-the-surface>.



AGENDA AT A GLANCE

MODULE 1

LAYING THE FOUNDATION FOR IMPACT

Duration: 3.5 Hours

Opening: Building Connections & Setting the Stage

Coaching is built on relationships. This opening session uses interactive exercises grounded in our CARE model to intentionally design coaching alliances. Together, we'll create the conditions for trust and psychological safety, because meaningful insight and real breakthroughs happen when people feel genuinely seen, heard, and supported.

Adapting to the Future Workplace: The Coach Tomorrow Needs

Workplaces are evolving: AI, hybrid teams, and heightened anxiety are changing the game. Are your coaching skills keeping up? This session is all about helping you stay ahead of the curve.

Identity Below the Surface: Naming Our KPEs

A foundational CBTS session that positions KPEs as living ingredients in the coaching relationship. Participants build their bowl of soup and reflect on how their KPEs shape presence, curiosity, and connection. The session reinforces that identity awareness is part of coaching mastery, not a separate exercise.

MODULE 2

EXPANDING YOUR COACHING LENS

Duration: 3.5 Hours

Creating a Culture of Belonging in Your Coaching Relationships (Live Coaching Demo)

Clients don't just want to be coached. They want to *belong*. Learn how to create that space for them—and observe a live coaching demo showing exactly how it's done.

Psychological Safety: The Bedrock of Effective Coaching

If clients don't feel safe, they won't open up. And if they don't open up, transformation won't happen. Learn how to create an environment where clients can take the kind of risks that lead to real growth.

From Insight to Action: Bridging Theory and Practice

Learning is great, but applying what you learn is what makes the difference. In this hands-on session, you'll start putting your insights into practice *right away*.

MODULE 3

TURNING INSIGHT INTO ACTION

Duration: 3.5 Hours

REAL Coaching in Practice: How You Coach

An exploration of the REAL Coaching framework and how each participant naturally shows up as a coach.

Participants reflect on which REAL elements they lead with and which require more intention. The session emphasizes that coaching style is dynamic and responsive, not a static label.

LEAD Assessment & Development Planning

This is your roadmap. Take stock of where you are, identify where you want to go, and start setting up your next-level coaching game plan.

Insight Sharing & Community Anchoring

Coaching is a journey and you're not on it alone. Capture your biggest takeaways, share breakthroughs, and commit to your next steps alongside a community of like-minded coaches.

MODULES 4-10

ADVANCED APPLICATIONS & FINAL MASTERY

Module 4 | Duration: 1.5 Hours

Uncovering Hidden Barriers: Dominant Leadership Standards

Are hidden biases shaping the way you coach? In this session, we'll explore traditional leadership norms that may be limiting your impact and learn how to break through them.

Module 5 | Duration: 1.5 Hours

Coaching Your Clients Through Uncertainty

When uncertainty is the backdrop of work and life, how do you show up as a coach? In this session, we'll explore how to stay grounded, present, and effective when clarity is limited and the path forward is still emerging.

Module 6 | Duration: 1.5 Hours

Bridging Theory & Practice: Live Coaching Demos

Let's take it up a notch. Watch expert coaches apply everything you've learned in a live demo then break it down so you can integrate these techniques into your own coaching practice.

Module 7 | Duration: 1.5 Hours

Joyfully Coaching Below the Surface

Deep coaching doesn't have to feel heavy. In fact, it can be joyful. Discover how to bring authenticity, energy, and ease into your practice while still creating profound change.

Module 8 | Duration: 1.5 Hours

Embodied Coaching: Exploring Somatic Practices

Coaching isn't just about words: it's about energy, presence, and the unspoken. Learn how to tap into the body's wisdom for deeper, more intuitive coaching experiences.

Module 9 | Duration: 1.5 Hours

Crafting Your Path Forward: Personalized Action Planning

This isn't about theory. It's about results. Develop a customized plan to integrate what you've learned so your coaching continues to grow long after the program ends.

Module 10 | Duration: 2.5 Hours

Celebrating Milestones: Sunsetting & Graduation

Your growth deserves to be celebrated. In our final session, we'll reflect on your journey, acknowledge your progress, and set you up to take your coaching to new heights.