

COACH'S TRAINING THESIS

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THE PURPOSE OF THE COACH'S TRAINING

The Coach's Training was designed primarily for those whose work required the ability to effectively communicate and interact with the public, be it client, customer, patient, student, employee or peer. The twelve-week intensive program teaches the fundamentals of coaching, using the MMS approach. The approach is based on these four key elements of belief:

- People have an inner sense of direction, and know themselves what they want.
- People possess the inner resources for achieving exactly what they want in their lives.
- The coach's rule is not to "tell," but to be a catalytic agent, allowing another to discover the answers within.
- The optimum climate of the discovery is trust, unconditional acceptance and suspended judgment.

THE ORIGIN OF THE COACH'S TRAINING

Chérie Carter-Scott, Ph.D. began coaching individuals professionally in 1974. Many professionals she had coached, in career fields of accounting, real estate, educations, and law, to name a few, asked for training. They wanted to be able to apply coaching skills to their won areas of endeavor. The first Coach's Training began in December 1975 and lasted 6 months. It allowed Chérie to discover all of the elements required for the training of skilled coaches. Since then, there has been a minimum of four trainings annually.

DESCRIPTION OF THE COACHING PROCESS

An MMS trained coach facilitates a client:

1. In determining what is wanted in a specific situation.
2. In outlining a step-by-step plan of action for producing what is wanted.
3. By supporting and encouraging the person until the objective is fully realized.

SKILLS TAUGHT IN THE COACH'S TRAINING

To be certified as an MMS trained coach, there are subtle nuances of interpersonal interactions, which must be grasped and experienced. These levels are presented in progression, allowing each trainee to learn and integrate them organically. The skills taught in the training are outlined below:

Basic Skills

Level One

Step One: SUSPENDING JUDGMENT

A coach must be able to provide a judgment-free environment, one in which any thought or feeling can be expressed and any wish may be stated. While judgment making is a learned function of the human mind, it is necessary that a trainee begin to master the ability to:

1. Be aware of automatically made judgments
2. Become able to detach from those judgments at will

Step Two: SILENCING THE "VOICES" OF THE MIND

This expands on step one. During the training, each person becomes more aware of the warnings, dictates, comments and editing of the mind. In order to coach, the trainee learns to silence the "voices" of the mind, in order to ground himself and center. It is necessary to attain temporary inner peace in order to actively listen.

Step Three: FOCUSING ATTENTION ON THE CLIENT

It is essential to learn how to focus one's attention. It is "normal" to have one's attention on oneself. In a coaching session, the coach learns to instantly shift his attention from himself onto the client.

Step Four: MEETING ONE'S OWN NEED FOR ATTENTION

In the process of learning to shift one's attention onto another, your "attention quotient" is revealed. It is imperative to make certain that your needs for attention, from yourself as well as from others, have been met. The trainee must feel

complete within himself in order to serve another person.

Step Five: ACTIVELY RECEIVE THE MESSAGE

Listening is not the same as hearing. The trainee must learn to actively receive the intuitive message. The coach draws communication from the client by being open and ready to receive. The intuitive channel is also open to receive non-verbal communication.

Intermediate Skills

Level Two

Step Six: BEING “PRESENT” WITH ANOTHER

A coach encounters the client in a moment in time and must “be” with him moment by moment for the duration of the session. Being “present” means, not thinking about the past or the future, but staying aware, available, and sensitive in the here and now.

Step Seven: INTUITING WHERE THEY ARE

A coach must use all possible resources to pick up clues about the client’s situation. It is important to be able to use intuitive “antennae” to determine how the client is moment to moment. This sensitivity requires the trainee to become more and more sensitive to nuances, and trusting his intuition.

Step Eight: LISTENING BETWEEN THE WORDS

Listening to what is being said is half the challenge. Listening to what is NOT being said is the other half. Being open does not mean interpreting, assuming or judging what the client is saying. It means listening and picking up the unverballed “messages” that are being transmitted.

Step Nine: MERGING ENERGETICALLY

Once the coach has a “reading” on the client and can feel the energy vibration of the individual, then he can attune or adjust his energy to match and meet that of the client. This establishes a bond within which the process occurs. Mirroring the client can occur after merging.

Step Ten: TRUSTING ONESELF COMPLETELY TO BE RECEPTIVE

The state of receptivity is a vulnerable one. In order to catalyze and draw responses from the client, the coach must be in a state of inviolate self-trust.

Step Eleven: ALLOWING QUESTIONS TO OCCUR FROM THE INTUITION

Energy flows between the coach and client through their dialogue. To allow the process to be fluid and organic, the questions must arise from an intuitive sense of “rightness,” rather than a rational order. The coach must listen with an inner ear in order to know the next question to ask, without altering his attention.

Step Twelve: REMAINING UNATTACHED TO ANY RESULT

The coach’s purpose is to have the client arrive at a solution, which feels peaceful and “right.” Paradoxically, if the coach is attached to or invested in that happening, the client is deprived of “breathing room.” In other words, the coach must be willing for anything to happen in order for the client to arrive at a resolution. The client must feel free of the coach’s expectation of “right” or “good.”

Step Thirteen: FEELING EMPATHY FOR ANOTHER’S SITUATION WITHOUT “BELIEVING” IT

There are three possible positions from which to listen. One is, totally discounting the worth or credibility of what another is saying, a position both dehumanizing and degrading. The opposite position is to believe and agree with everything someone says, thereby lending power and solidity to what they say. The position a coach must take is yet another one of empathic unattachment. That means, communicating to the client that you understand and feel their words without discounting or believing them.

Step Fourteen: MONITORING ANOTHER'S PROGRESS

Throughout the coaching session, the coach must be sensitive to vibrational shifts in the client's energy. It is crucial to notice when the client is opening up, closing down, speaking honestly or saying what he thinks is the right thing to say. It is essential for the coach to constantly check-in with his own sense of "rightness" in order to monitor his client.

Completion Skills

Level Three

Step Fifteen: FACILITATING ANOTHER IN MAKING A CHOICE

Making a choice is the source of personal power; it is an active statement of "taking charge." It moves the individual from an "affective role" to a "director role," and allows a person to experience the dignity of freedom. The coach's primary purpose is to support the individual in moving through all of the preliminaries to the point of making a choice about the issue at hand, in order to take charge and experience self-direction.

Step Sixteen: SUPPORTING ANOTHER IN DEVISING AN ACTION PLAN

Once a choice has been made, it exists only in substance, in the heart and mind of the chooser. The next step is to manifest it, to bring it about on the material plane, to birth its existence. This requires a set of action steps. The coach's task is to draw out from the client those steps that will result in a materialized choice.

Step Seventeen: COMPLETING THE SESSION TO THE CLIENT'S SATISFACTION AND ONE'S OWN

The coach must check with the client and with himself to make certain that there is a sense of completion about the session. All loose ends must be tied up and the client needs to feel satisfied.

THE PERSONAL AND PROFESSIONAL APPLICATION

Application of the Coach's Training is clear in a professional setting. Most professionals are aware of the importance of interpersonal communication skills. For those who want to:

- Quickly clarify the real issue and get to the root of the matter
- Determine specifically what the client wants
- Empathize with the client's point of view
- Support the client in having what he wants

The over 180 hours of intensified training toward MMS certification are extremely valuable. Concurrently, you cannot ask of another what you are not willing to do yourself. In other words, the essence of the coaching process must be alive in your own life; those who coach with you go as far as you are willing to go. Is it as if in every session you are with a "mirror," reflecting at you, yourself. There is an irrefutable connection with your own life when you coach another.

THE FORM OF THE COACH'S TRAINING

Trainings are held for a group of 10 to 25 trainees, with a leader and a team of facilitators in a ration of one facilitator for each five participants. Weekly assignments are:

- 4 hours of classroom session
- 3 hours of paired practice-coaching sessions
- 3 hours of small group training meetings
- 2 to 4 hours of reading and writing assignment

This is the minimum required homework, and participants are not restricted from doing more. Upon successful completion of all requirements, a diploma is awarded.

WEEKLY PLAN OUTLINE OF THE COACH'S TRAINING

- Week One** Definition of an MMS trained coach
Substance of the program
Structure of the program
Demonstration of the coaching session
QUESTIONS AND COMMENTS
- Week Two** Decision-making v. Choice-making
Completion v. Support
The Role of Truth
Demonstration of a coaching session
Questions and comments
- Week Three** The experience of judgment
Energy centers in communication
Definition of fear
Purpose of “mistakes”
Magic as related to trust
Demonstration of a coaching session
Questions and comments
- Week Four** Commitment and Integrity
Progression: Desire / Choice / Commitment
Positive and negative attention
Trusting yourself and your direction
Demonstration of a coaching session
Questions and comments
- Week Five** The Approval Syndrome
Purpose of having what you want as a coach
Thinking v. Doing
Alternative v. Compromise
Coaching as a mirror of life
Demonstration of an MMS introductory review
- Weekend One** Breaking through obstacles

- Video taped coaching session
Group observation and critique
- Week Six** Coaching session with guests, critiqued individually by a facilitator
- Week Seven** Unreasonableness
Homeostasis and Paradox
Mastering focus, shifting attention
Demonstration of a coaching session
Questions and comments
- Week Eight** Coaching session with guests, critiqued individually by a facilitator
- Week Nine** What is the human condition?
Shifting from past conceptions
Surrendering to growth
The “Here/There” Syndrome
Service as a vehicle of growth
- Weekend Two** Breaking through obstacles
Video taped coaching sessions
Group observation and critique
Leader and facilitator input
- Week Ten** Coaching session with guests, critiqued individually by a facilitator
(Third Test)
- Week Eleven** Purpose of Life
Review Data
What is left for you to master in coaching?
Demonstration of a coaching session
Questions and comments
- Week Twelve** Review of all Coach’s Training Data

Questions and comments
Where do you go from here?
Methods of keeping skills current
Assignment of 5-page report on results of training
(*Final*)

STATISTICAL INFORMATION ABOUT MMS TRAINED COACHES

As of 1980, there are over 600 qualified coaches trained in either the USA or Holland and Switzerland. Most of them pursue career in the following fields: law, health care, education, real estate, business, finance and accounting, cosmetology, and government.

TESTIMONIALS

Attached are some of the hundreds of written testimonials that we have received from satisfied participants. They range in age, sex, socio-economic levels, color, creed and sexual preference. Others are available on request.

“As I continue to peel away the stale and wilted layers of the onion, I am discovering a fledging person that is full of life, emotion, desire and passion. I have a vivid dream of what the future holds. I am proud to be a dreamer once again.

Cameron Nelson

“I can see a noticeable change in the way I relate to my clients. I have learned how to connect with them authentically and to sincerely support them, especially in upsetting situations. I feel more comfortable managing problems as they arise and handling client’s concerns with dignity and respect for their individual processes.”

**Monica Lenches
Coldwell Banker**

“Halfway through my life, and at the near graduation of the CT, I feel that I am finally hearing clearly my “calling.” It is about my “change of career.” The “calling” comes from Matthew 4:19: “and He said unto them, follow me and I will make you fishers of men.” A paraphrase applied to me sound like this: “And He said unto me, follow me and I will make you an Architect of Human Dynamics.”

**Michele St. Sulpice
Architect**

“I have learned to listen in a new way. It is humbling to realize how long I have worked without having these skills, but that’s offset by the pleasure I take in knowing how much better suited I will be from now on to continue my work.”

Bob Knowlton
Coach

“I have built stronger relationships in my clients. I also see changes in my relationship with my fellow ski instructors.”

Bill Shirley
Ski Instructor

“The entire Coach’s Training has been truly enlightening, exciting and wonderful. It has been a tremendous opportunity for growth and expansion. The past 3 months have given me the chance to change my behaviors within an environment which is grounded to sustain the changes, and to break through some long-standing issues during process days... I feel deeply honored to be a part of this very special group, and grateful for the support from all the marvelous facilitators.

Jai Jamison

“How does one describe the journey of the self to being? It seems ongoing, our earthly purpose. I feel I found more confidence in myself. I’m beginning to trust myself more. I’m able to tune into my feelings more easily. I’m able to express them more in the moment. I’m able to be truthful with myself in the moment and with others. I’m more conscious of speaking the truth. I’ve learned how judgments impede my speech and relationships.”

Sunny Spataro

“I feel more confident, worthy and sure of myself. I also conserve my truth and I now speak the truth. I also feel more loving and caring towards myself and others.”

Debbie Shore