

# IANLP International Association for NLP



## Coach IANLP

(Curriculum version: see end of text. Last monitored: see footer date.)

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### Qualification of certifying Fellow Member Trainer IANLP

Licensed Fellow Member Trainers IANLP who are holding the following qualifications

- license level 100, plus
- qualified to conduct NLP Trainer IANLP trainings, plus
- holder of a certificate 'Coach IANLP'

are entitled to issue certificates 'Coach IANLP' if all the conditions of this curriculum have been satisfactorily fulfilled.

### Requirements for Certification

The designation 'Coach IANLP' refers to coaching professionals with several years of successful practice that is based on expert knowledge of the various methods and approaches to coaching. In addition to a comprehensive basic training in NLP, they are also trained in the methods of coaching and humanistic psychology, and as a result, they have

a broad range of experiential knowledge and skills at their disposal that they can draw upon when facilitating change processes among individuals, teams, and organizations.

„Coach IANLP“ certificates may be issued by qualified Fellow Member Trainers IANLP (FMT) to qualified NLP Master IANLP who fulfill the following requirements.

## **Additional Coaching Training**

In addition to certification on level NLP Master IANLP, a total of at least 220 hours of educational activities have to be documented, of which at least 130 hours must consist of live training and 90 hours of independent studies.

## **Live Coaching Training**

The training requirements can be met in a number of ways:

- a) By attending a training offered by a FMT IANLP
- b) By attending an advanced training in NLP Coaching offered by a FMT IANLP and additional documented live trainings completed at other institutions. The certifying FMT assesses whether such additional trainings meet the requirements for certification (partial assessment of equivalency).
- c) Assessment of equivalency: If all live trainings were completed at one or several third-party institution(s), the certifying FMT assesses whether the training(s) meet(s) the requirements for certification.

### Duration of Live Coaching Training

A minimum of 130 hours and 18 days of additional live in school trainings<sup>1</sup> in coaching are required. Breaks exceeding 30 minutes that are taken in the course of the daily trainings can not be counted towards the fulfillment of the 130 training hours.

These additional trainings<sup>1</sup> in coaching must include the following:

- a) training of at least 65 hours to be completed in no less than 9 days of training in advanced nlp coaching, taught by a FMT IANLP, and/or a nlp teaching trainer in comparable good standing, and
- b) 6 hours and at least one full day of training in role definition and role function<sup>2</sup> issues, and issues relating to the framework of the coaching process, and
- c) 59 hours to be completed in no less than 8 days of training in additional coaching methods, or methods of humanistic psychology (minimal requirement and competency in methods are listed below).

All educational activities (100%) have to be documented in writing.

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<sup>1</sup> Live in school training: Students and trainers are personally (physically) in the same geographical location (house). A so-called live face-to-face and/or on-site training takes place.

<sup>2</sup> The word 'role' somehow refers to Robert Dilts' model of so called 'Logical Levels of Learning and Change'. Each and any role can be defined by using this model. The role of 'Mother' has distinctively different context, behavior, capabilities, values, and belonging (mission) then the role 'Coach'. Thus in professional training it seems to be important to focus on 'role definition' ("What is the difference between a 'Coach' and a 'Manager' ?" to make an ex-ample) and 'role function' (What is the function of a Coach?). It is strongly recommended that each profession knows how to define its 'role' and 'function'.

For further information see: <http://nlpuniversitypress.com/html2/LmLz38.html>

### Content Requirements of Live Coaching Training

The following contents need to be part of the additional training in coaching:

a) Professional identity of the coach: role definition and function, conception of human nature, ethics, integrity, systemic-constructivist working model

b) Framework conditions of the coaching process

- Contact management
- Clarification of the coaching mandate
- The coaching proposition
- Pitfalls of coaching referrals (hidden agendas and hidden relationships)
- Problem definition
- Multidimensional view of coaching referrals (contracting entity, financial backer, coach, client)
- Establishing suitable settings for the coaching process
- Establishing and pursuing coaching goals based on values and motivations
- Establishing emotionally conducive coaching atmosphere (time, place)

c) Competencies in Methods

Candidates pursuing the coaching certification must document competence in at least five different coaching methods, or methods of humanistic psychology.

The following are examples of acceptable methods:

- Complex, advanced NLP models
- Theme Centered Interaction
- Transactional analysis
- client-centered Counseling
- Body-oriented psychotherapy
- Group dynamics
- Provocative Therapy
- Systems therapy
- Constructivist therapies
- Gestalt Therapy
- Hypnotherapy
- Behavior therapy
- Mediation
- Systemic Family Constellation Work
- Non-violent Communication
- Team coaching
- Conflict management
- and other coaching models

### **Independent learning activities (Independent studies)**

a) 20 hours of professional coaching sessions given to individuals and/or teams

- b) 15 hours of supervision with no more than three different professional supervisors
- c) 30 hours participated in professionally supervised personal growth-oriented individual coaching with a focus on individual issues, consisting of:
  - at least 15 hours of coaching with NLP
  - individual coaching sessions based on three other methods, at least 5 hours each, of which one has to be a body-oriented method.a written reflexion focusing on personal and professional insights gained from these coaching experiences has to be delivered.
- d) Upon completion of NLP Master IANLP: a continuous participation in NLP-specific activities is required (peer groups, intervention, involvement in nlp-organizational activities, etc. )
- e) Final project (at least 25 hours workload):
  - Info on requirements

The certifying FMT IANLP detail their own requirements for the final project in a written statement and make their requirements known to prospective students prior to the admission to the certification process.
  - Content

The final project focuses on the following three areas:

    - Personal profile as coach
    - Presentation of one's individual coaching and quality assurance concept
    - Three elaborate case documentations (written, or with video documentation)
  - Scope of the project

The written project documentation consists of the following:

    - Title page
    - Table of content
    - Personal coaching profile including statements to mission and motivation
    - 1700 to 3500 characters (presentation of one's individual coaching and quality management concept)
    - Three detailed case summaries, at least 25'000 characters in total.
    - Self-assessment of learning and individual reflexion.
  - Written final assessment

The certifying FMT IANLP provides detailed written feedback along with the final decision on whether the requirement for fulfillment of the requirements leading to the certification are „met“ or „not met“.

## Requirements for Certification and Admission

The certifying FMT IANLP examines and documents the completion of the following requirements:

- Personal suitability
- Documents supporting the fulfillment of all individual requirements

- Signed Code of Conduct of the IANLP
- Previous NLP Practitioner IANLP and NLP Master IANLP certifications
- Between the admission to the Practitioner training and the certification Coach IANLP a period of at least 2.5 years (30 months) must have elapsed. In exceptional cases, qualifications obtained prior to the start of the training NLP Practitioner may be counted towards the fulfillment of criteria. Requests for credit based on prior work must include pertinent documentation that is to be submitted to and approved by the certifying FMT.
- Recipients of the certificate must be at least 25 years of age.
- At least 8 years of work experience needs to be documented. Any kind of (paid) work after basic vocational training and/or educational studies may be counted.

Once all the criteria have been met, the FMT IANLP may issue the certificate „Coach IANLP“.

## Grandparenting Clause

### Significantly simplified certification for Fellow Member Trainers IANLP

When applying for FMT status, the FMTs documented their entire professional development, including all relevant trainings and experiential learning. If their submissions meet the certification requirements 'Coach IANLP' on an overall basis, no further trainings for certification are required during a limited grandparenting period.

Certification based on this grandparenting period is in effect for all applications received by June 30, 2011. Interested FMT IANLP must submit their applications for Coach IANLP certification to the IANLP office. Annual fee 'Entry into international register Coach IANLP' applies according to the established IANLP schedule of fees.

## Documentation and storage of documents

The completion of the requirements must be recorded digitally and include all pertinent documents. The certifying FMT IANLP stores this documentation for a period of at least 5 years. The IANLP reserves the right to inspect any or all parts of the documentation during that period.

## Costs

FMTs may request a reasonable remuneration for their efforts. The costs must be communicated to the students prior to the admission to the certification program. The FMT may also charge for the IANLP seal that is affixed to the certificate.

## Contents of the 'Coach IANLP' Certificate

The certificate „Coach IANLP“ must contain the following details:

- (1) Reference to the fulfillment of the IANLP criteria
- (2) Either an original sticker seal of the IANLP and/or a digital seal of the IANLP. At

least one seal must be shown on certificate;

- (3) Reference to the entire duration of the training (NLP Practitioner + NLP Master + additional Coaching training) in both hours and days of live training
- (4) Reference that NLP Practitioner and NLP Master have been an integrated part of this training. (see 'Guidelines for issuing multiple certificates for competencies acquired within the same training')
- (5) First and last name, city of the certifying trainer IANLP *or* First and last name of the certifying trainer and Company/Institutes name.
- (6) First and last name of the bearer of the certificate
- (7) Signature of the FMT IANLP
- (8) Title: „Coach IANLP“
- (9) Date of issuance of certificate
- (10) Unique IANLP Certification Number obtained from the headquarters of the IANLP.

### **Entry into the international „Coach IANLP“ Registry**

The IANLP maintains a public registry of certified coaches. Certified coaches are invited to join this registry. The following documents must be submitted (digitally) to the administrative office of the IANLP:

- Copy of the certificate „Coach IANLP“
- Copies of the certificates "NLP Practitioner IANLP" and "NLP Master IANLP"
- Completed application form „Entry in the international Coach IANLP Registry“
- High resolution portrait photo (> 0.5 MB)

The admission form „Entry in the international Coach IANLP Registry“ can be downloaded from the website [www.ia-nlp.org](http://www.ia-nlp.org), or can be ordered by emailing to [info@ia-nlp.org](mailto:info@ia-nlp.org). An annual maintenance fee is charged for this listing.

Valid as of May 1, 2010 (amended 121220 / 160404 / 190402 / 190720 / 201020 / 210512 / 210517 / 220706 / 221027 / 230815)