

Individual Coaching with an Associate Certified Coach (ACC)

Course Number: Coaching 9500

Primary Delivery Method: Virtual

Length: 3, 6, or 9 one-hour sessions conducted within 12 months

Course Description:

Develop essential leadership skills through personalized coaching tailored for professionals GS-12 and below as well as individual contributors moving into supervisory positions. You will gain insights and support to confidently navigate your transition into leadership.

Intended Audience:

This coaching package is ideal for professionals GS-12 and below or those transitioning into their first supervisory role. You will be matched with an ICF Associate Certified Coach (ACC) who has completed 60 hours of training, 100 hours of practice, and mentoring with seasoned coaches. This level of coach will provide you with a solid foundation to build essential leadership skills and equip you with the insights needed to progress confidently in your career.

What You Will Be Doing:

In each coaching session, you will work with your coach to clarify your goals, identify obstacles, and develop strategies to overcome them. Through thoughtful reflection and discussion, you'll create actionable steps to achieve progress. By the end of each session, you will have a clear plan with specific tasks and accountability measures, empowering you to make meaningful progress toward your objectives with support and encouragement from your coach.

Anticipated Outcomes:

Coaching complements training and can enhance its outcomes in several ways:

- **Reinforcement of learning:** Coaches help reinforce and apply the skills learned in training, ensuring knowledge is retained and integrated into daily work
- **Experienced coaches:** Our coaches bring government experience, offering practical insights that are tailored to your unique work environment and that create a smooth transition from learning to implementation
- **Personalized support:** Unlike general training, coaching provides individual guidance, allowing participants to tackle specific challenges and focus on areas for improvement
- **Accountability and motivation:** Coaches encourage goal setting and progress tracking, fostering accountability and supporting sustained behavior change
- **Enhanced skill development:** Coaching provides hands-on practice, helping participants refine and master new skills in a supportive setting
- **Real-time problem-solving:** Coaches address immediate challenges and offer tailored solutions as participants apply new skills
- **Long-term impact:** Ongoing coaching helps solidify lasting behavioral changes, increasing the training's return on investment
- **Confidence boost:** Regular feedback and encouragement build participants' confidence, leading to improved job performance

Anticipated Benefits:

Coaching not only helps federal employees grow individually but also strengthens the agency's overall effectiveness and efficiency, leading to a more agile, motivated, and high-performing workforce.

- **Enhanced team performance:** As individuals improve their leadership skills, they foster a culture of collaboration, accountability, and high performance—this leads to more engaged, motivated, and cohesive teams
- **Improved decision-making:** Coaching supports leaders in refining their strategic thinking and problem-solving abilities, allowing them to make well-informed decisions that positively impact the agency's goals
- **Stronger communication and engagement:** Coaches help individuals improve their communication and interpersonal skills, which strengthens relationships within teams and with stakeholders, leading to greater clarity, trust, and alignment on objectives
- **Increased adaptability and resilience:** Through coaching, employees develop the resilience and flexibility needed to adapt to changing priorities, manage stress, and respond effectively to organizational challenges
- **Long-term retention and talent development:** Coaching fosters professional growth, which enhances job satisfaction and retention. By investing in coaching, agencies build a pipeline of capable leaders who are well-prepared to advance within the organization
- **Greater ROI on training and development:** Coaching reinforces the application of skills learned in training programs, maximizing the return on investment in employee development and supporting sustainable, long-term behavioral change

Follow-On Resources:

- [*Leadership Skills and Techniques*](#)
- [*Emotionally Intelligent Leadership*](#)
- [*360-Degree Assessment Workshop*](#)