

Transformational Coach Program

“DHS/ DECISION- DEAR 2 ME”

Coaching Model

125+ Hour Courses

Level 2 Certificate- ADHD Advanced Coaching

***125 hrs. of Coach Specific Training leading to ICF- PCC
certification.***

Three hours weekly for 42 weeks

Developed By

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Licensed Educational Psychologist

Programs Components:

Course 1, 2 & 3 in AD/HD Coaching Foundation (60 hrs.)

60 hours of Coach Specific Training, divided as follow:

20 hrs. Intro to AD/HD Coaching

20 hrs. Coaching for Awareness

20 hrs. Coaching for Effective Performance and Motivation

Course 4, 5 & 6 AD/HD Advanced Coaching (65 hrs)

(Emotional Intelligence Coach Practitioner)

Course 4 - Coaching AD/HDers' Emotional Intelligence

(20 Hours)

Based on the "Self-Sustained Growth Theory", the course highlights the role of self-awareness in reaching the self-change targeted by coaching. It emphasizes the role of a coach in climaxing emotional intelligence in order to help clients attain self-regulation using the

'D.E.C.I.S.I.O.N_D.E.A.R 2 M.E Coaching Model'.

Course 5- Coaching for Behaviour Management & Anger Management (20 Hours)

Course 6- Coaching AD/HDers Social Skills

+ Coaching Lab (5 hrs.)

5 hours of observed coaching sessions.

Mentoring (10 Hours- PCC)

10 hours of mentor coaching for each credential divided as follow:

- Group mentoring – 7 hours

- Individual (One on One) mentoring- 3 hours.

TRANSFORMATIONAL COACHING PROGRAM- 125 HOURS COURSES

“DHS- D.E.C.I.S.I.O.N- D.E.A.R. 2 M.E”

35 SKYPE LESSONS/ 3 HOURS PER SESSION 35 WEEKS

105 HOURS SKYPE PRACTICUM 35 WEEKS

20 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 1 (20 HOUR COURSE) - INTRODUCTION TO AD/HD COACHING

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 2 (30 HOUR COURSE) – COACHING FOR AWARENESS

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 3 (20 HOUR COURSE) – COACHING FOR EFFECTIVE PERFORMANCE & ACCOUNTABILITY (COACHING AD/HDERS’ EXECUTIVE FUNCTIONS)

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 4 (20 HOUR COURSE) – COACHING FOR EMOTIONAL INTELLIGENCE

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 5- (20 HOUR COURSE) - COACHING FOR BEHAVIOUR MODIFICATION & ANGER MANAGEMENT

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COURSE 6 (20 HOUR COURSE)- COACHING AD/HDERS SOCIAL SKILLS

5-6 SKYPE LESSONS/ 3 HOURS PER SESSION 6 WEEKS

18 HOURS SKYPE PRACTICUM 6 WEEKS

2-3 HOURS ASYNCHRONOUS LEARNING- SELF STUDY

COACHING LAB (5 HRS.)

MENTORING (10 HOURS- PCC)

10 HOURS OF MENTOR COACHING FOR EACH CREDENTIAL DIVIDED AS FOLLOW:

- GROUP MENTORING – 7 HOURS
- INDIVIDUAL (ONE ON ONE) MENTORING- 3 HOURS.

For Final performance evaluation and submission for ICF- PCC credentialing-

Participants will be required to submit 6 (six) recorded coaching sessions, at least four need to pass the ICF final evaluation to earn the program certification. Participants will also be asked to submit your client log with 500 hrs. of coaching.

Program Description:

Three hours weekly for 42 weeks - leading to ICF- PCC certification.

Behavioural sustainable change is only possible when a person can examine and understand everything related to his existence: starting from his feelings and automatic thoughts moving to analysing his surroundings and the cultural context he lives in. Professional coaches seeking transformative changes in their clients' lives must trigger their curiosity to know more about themselves and empower them to move out of their comfort zone allowing themselves shift in perspective.

This program will walk the participants through Dr. Shaaban's research based "D.E.C.I.S.I.O.N" Integrative Therapeutic approach to AD/HD using the "D.E.C.I.S.I.O.N-D.E.A.R 2 M.E" transformative Coaching Model- which emphasize the four empowerment cycles- the 'AASA': **A**cceptance, **A**wareness, **S**trategizing and **A**ccountability that abides to the ICF definition and PCC competencies.

Together with many other coaching models and research based coaching tools and exercises, this coach specific training program aims at supporting the ACC coaches to move forward in their professional career and fulfil the PCC requirements.

By using point of performance scenarios, professional coaches will be able to empower individuals with ADHD, emotional dysregulation, executive skills deficit, and behavioural problems to understand their own unique set of strengths while learning to navigate their weaknesses and promoting self-acceptance and self- awareness which are considered the corner stones for self-Management, self-Motivation, and adaptability.

Considering that coaching goals are met when individuals are internally motivated to achieve their desired outcomes and commit to the actionable goals they set, professional coaches

will dig deeper to support their clients in generating the awareness needed to figure out their hidden emotions and the automatic thoughts that are dictating their behaviors.

Professional coaches will be able to use the **'DHS: D.E.C.I.S.I.O.N_ D.E.A.R 2 M.E'** Transformational Coaching model to support their clients while assessing their environments, exploring their thoughts and the hidden emotions behind them to reframe them and identify their lagging skills. Consequently, assisting them in using the social-emotional skills needed to define their unsolved problems, and build action plans that keep their dysregulation under check resulting in adopting new set of positive behavior.

Program Outlines

Course ICF- ACC	Modules		Live Class	Self Study
Course 1 - Introduction to AD/HD Coaching (20 Hours)	Module 1	Foundational Coaching skills. What is Coaching? Coaching Core Competencies Code of Ethics for Professional Coaching Promoting trust and safety through coaching	3 hrs.	3 Hrs. Self-Study / Peer-to- Peer Coaching
	Module 2	Why AD/HD Coaching? The New Understanding of AD/HD as a Self-Regulation Deficit. The 4 Empowerment Cycle “AASA” in the ‘D.E.C.I.S.I.O.N_DEAR 2 ME’ Coaching Model for AD/HD: Acceptance, Awareness, Strategizing, Accountability	3 hrs.	
	Module 3	Introduce the ‘D.E.C.I.S.I.O.N- D.E.A.R 2 M.E’ Coaching Model/ Coaching Tools How to set the agreement of a coaching session? How to carry the coaching Intake Sessions using the Motivational Interview	3 hrs.	
	Coaching Lab	Bonus - Peer to Peer Coaching		
	Module 4	Building Coaching Competencies Direct Communication Active Listening Powerful Question How to create Smart Goals?	3 hrs.	
	Coaching Lab	Practice the ‘D.E.C.I.S.I.O.N- D.E.A.R 2 M.E’ Coaching Models/ Coaching Tools & Exercises Practice the ‘G.R.O.W’ Model O.A.R.S Coaching Model Bonus- Peer to Peer Coaching Practice	5 hrs.	
Course 2 Coaching for Awareness (20 Hours)	Module 5	The ‘D.E.C.I.S.I.O.N- D.E.A.R 2 M.E’ Coaching Model: “DESCRIBE & EXPLORE” Practice ‘Effective Listening & ‘Powerful Questions’ to create ACCEPTANCE and UNDERSTANDING	3 hrs.	3 Hrs. Self-Study / Peer-to- Peer Coaching
	Module 6	The ‘D.E.C.I.S.I.O.N- D.E.A.R 2 M.E’ Coaching Model as a tool to generate ‘AWARENESS’ and ‘REFRAME’ thoughts Practice Coaching Conversations to learn how to explore the situation and create new learning (evoke awareness)	5 hrs.	

		Practice JOHARI Coaching Model		
	Module 7	The 'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E' Coaching Model as a tool to generate ACCEPTANCE and 'REFRAME' thoughts Practice Coaching Conversations to learn how to explore the situation and create new learning (evoke Acceptance)	3 hrs.	
	Coaching lab	Practice Coaching Conversations using the 'D.E.A.R 2 M.E' Coaching Model/ Coaching Tools & Exercises Bonus – Peer to Peer Coaching Practice	6 hrs.	
Course 3 - Coaching for Performance (20 Hours)	Module 8	The 'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E' Coaching Model: "RECONSTRUCT" Action Plans Coaching AD/HDers' Executive Functions Coaching Lab- Practice Coaching Conversations using ICF Core Practice O.S.C.A.R.S Model/ Coaching Tools & Exercises Competencies Observation Form	6 hrs.	3 Hrs. Self-Study / Peer-to- Peer Coaching.
	Module 9	Strengthening Coaching Competencies to fire MOTIVATION & ACCOUNTABILITY Coaching Lab- Practice 'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E' Coaching Model/ Coaching Tools Using ICF Core Competencies Observation Form	3 hrs.	
	Module 10	Strengthening Coaching Competencies to promote 'SELF EVALUATION'	3 hrs.	
	Coaching Lab	Strengthening Coaching Conversations using different Coaching Models/ Coaching tools & Exercises When to refer a client? Review of Code of Ethics Bonus - Peer to Peer Coaching	5 hrs.	
	Mentoring			
Total Program's Hours = 60 hrs. Training + 10 Hrs. Mentoring				

Advanced Coaching- Additional 65 hours follows AD/HD Coaching Foundation, for a total of 125 hours training for PCC (ICF)

Course ICF- PCC	Modules		Live Class	Self Study
Course 4 - AD/HDers' Emotional Intelligence (20 Hours)	Module 1	The 'D.E.C.I.S.I.O.N' Integrative Therapeutic Approach for ind. With ADHD Self-awareness as a corner stone to practice self-evaluation and self-regulation Self-Sustained Growth Theory Practice Johari Model	3 hrs.	3 Hrs. Self-Study / Peer-to-Peer Coaching
	Module 2	The 'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E' Coaching Model as a tool to generate 'AWARENESS' Strengthening Coaching Competencies to develop clients': Situational Awareness Emotional Awareness Coaching lab.	6 hrs.	
	Module 3	Practice Coaching Conversations to "REFRAME" thoughts Practice Coaching conversations to build the 'Wise Mind'	3 hrs.	
	Coaching Lab.	Practice Coaching Conversations to develop clients' Emotional Intelligence using different Coaching Models and Tools related Bonus- Peer to Peer Coaching Practice	5 hrs.	
Course 5 Coaching for Behavioral Modifications & Anger Management (20 Hrs.)	Module 4	The four functions of Behaviors Define triggers: emotions & thoughts Communications	3 hrs.	3 Hrs. Self-Study / Peer-to-Peer Coaching
	Module 5	Use the DECISION-DAER 2 ME' to Describe the 'Unsolved Problems' Strengthening Coaching competencies to learn the function & consequences of the behavior Coaching lab- Practice coaching Conversations to develop Self-talk	6 hrs.	
	Module 6	Practice coaching conversations to define lagging Skills/ develop Anger-management: Coaching tools and exercises: Mindfulness Wise Mind Self-soothing Strategies	6 hrs.	
	Coaching lab	Consolidate Coaching Conversations Bonus- Peer to Peer Coaching Practice	2 hrs.	
Course 6 -	Module 7	Appreciate Diversity- Build Empathy	3 hrs.	3 Hrs. Self-Study / Peer-to-Peer Coaching
	Module 8	Communicate Effectively- Build Friendship & set boundaries	3 hrs.	

Coaching for building Social Skills (20 Hrs.)	Module 9	Self-Evaluate- Build Self-Advocacy Skills and 'RESILIENCE' – Coaching Business Development	3 hrs.	Peer-to-Peer Coaching
	Module 10	Coaching Business Development	3 hrs.	
	Coaching lab	Practice coaching conversations to set goals and plans to resolve conflicts Bonus- Peer to Peer Coaching Practice	5 hrs.	
Mentoring		Mastering Coaching Conversations	10 hrs.	

Modules Objectives

Modules Objectives (Coaching Foundations)				
Course 1 (20 Hours)	Module 1	Understand Foundational Coaching Skills Cultivate trust and safety	3 hrs.	3 Hrs. Self-Study / Peer-to-Peer Coaching
	Module 2	AD/HD Coaching and the 'D.E.C.I.S.I.O.N' Integrative Therapeutic Approach for ind. with AD/HD	3 hrs.	
	Module 3	'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E Coaching Model/ Building Coaching Competencies	3 hrs.	
	Module 4	Set The Coaching Session Agreement/ Practice Coaching Conversations	3 hrs.	
	Coaching Lab	Practice Coaching Conversations using different Coaching Models and Tools	5 hrs.	
Course 2 (20 Hours)	Module 5	How to conduct an Intake session/ Building Coaching Competencies	3 hrs.	3 Hrs. Self-Study / Peer-to-Peer Coaching
	Module 6	Strengthening Coaching Competencies to Create Acceptance	3 hrs.	
	Module 7	Strengthening Coaching Competencies to evoke clients' awareness	3 hrs.	
	Module 8	Practice Coaching Conversations	3 hrs.	
	Coaching Lab	Practice Coaching Conversations using different Coaching Models and Tools	5 hrs.	
	Course 3 (20 Hours)	Module 9	Strengthening Coaching Competencies to	

		Develop clients' abilities to Strategize/ Reconstruct Action Plans		3 Hrs. Self-Study / Peer-to- Peer Coaching
	Module 10	Strengthening Coaching Competencies to Create Accountability	6 hrs.	
	Coaching Lab	Practice Coaching Conversations using the 'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E Coaching Model/ Strategies & Tools	5 hrs.	
Mentoring (10 Hours)		Mastering Coaching Conversations	10 hrs.	

Modules Objectives (Advanced Coaching)				
Course 4 (20 Hours)	Module 1	Practice Coaching Competencies to build the desire to change/ Initiate Self Awareness Process Johari Model	3 hrs.	3 Hrs. Self-Study / Peer-to- Peer Coaching
	Module 2	'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E Coaching Model/ Strengthening Coaching Competencies to generate awareness using coaching tools and exercises	6 hrs.	
	Module 3	'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E Coaching Model/ Strengthening Coaching Competencies to emotional Intelligence using coaching tools and exercises	3 hrs.	
	Coaching Lab	Practice Coaching Conversations using different Coaching Models and Tools	5 hrs.	
Course 5 (20 Hours)	Module 4	Building Coaching Competencies to understand the function of the behavior	3 hrs.	3 Hrs. Self-Study / Peer-to- Peer Coaching
	Module 5	'D.E.C.I.S.I.O.N- D.E.A.R 2 M.E Coaching Model/ Strengthening Coaching Competencies to emotional regulation using coaching tools and exercises	3 hrs.	
	Module 6	Practice Coaching Conversations to self sooth	3 hrs.	
	Coaching Lab	Practice Coaching Conversations using different Coaching Models and Tools	5 hrs.	
Course 6 (20 Hours)	Module 7	Strengthening Coaching Competencies to appreciate diversity and build relationships	6 hrs.	3 Hrs.

				Self-Study / Peer-to- Peer Coaching
	Module 8	Strengthening Coaching Competencies to communicate effectively	6 hrs.	
	Coaching Lab	Practice Coaching Conversations – Set goals and Plans to resolve conflicts using the ‘D.E.C.I.S.I.O.N-D.E.A.R 2 M.E Coaching Model/ Strategies & Tools	5 hrs.	
Mentoring (10 Hours)		Mastering Coaching Conversations	10 hrs.	

Program Requirements

- Do the reading required for each session.
- Complete the self-study assignments before the upcoming session and email it to the instructor for review.
- Review the PCC competencies and have the short version laminated and ready in every session to ease the discussion.
- **Practice coaching with a buddy on a weekly basis. The LDPA Coaching academy provides the opportunity of (free) Peer-to-Peer coaching.**
- **10 hours mentoring over a period of 3 month or longer period.**
- **6 observed coaching sessions for each participant will be requested to apply for the ACC- ICF Credentialing.**
 - **2 transcribed and self-evaluated sessions.**
 - **4 transcribed and recordings for final evaluation.**
- **A 500 one on one coaching session is also required to apply for the PCC- ICF Credentialing (50 can be pro-bono).**

Participation Policy

- **Attendance Policy:** Absence in 3 or more sessions will lead to suspension from the course. All participants are expected to adhere to 100% attendance during the entire program.
- **Illness Policy.** In case of an illness or an emergency and you are not able to attend a coaching session, you will be expected to complete the session outside the live session to make up the missed session. If you need to miss more than 9 hours of the training program, you will have the option to work with the instructor to cover the missed material at your own expenses or register for another course.

Intended Participants and prerequisites

AD/HD Stakeholders: Specialists, Teachers, Parents of AD/HDers, and individuals with AD/HD.

No prerequisites are required.

Delivery Dates

60 hrs. ADHD Coaching Foundation courses leading towards ACC (ICF) credentials.

Course 1 – Introduction to AD/HD Coaching (20 Hrs) Quarterly Basis

Course 2 – Coaching for Awareness (20 Hrs.) Quarterly Basis

Course 3- Coaching for Effective Performance (20 Hrs.) Quarterly Basis

Additional 65 hrs. of ADHD Advanced Coaching courses leading towards PCC (ICF) credentials and/or becoming an Emotional Intelligence Coach Practitioner

Course 4- Coaching AD/HDers' Emotional Intelligence (25 Hrs.) Quarterly Basis

Course 5- Coaching for Behavior Modification/ Anger Management (20 Hrs.)
Quarterly Basis

Course 6- Coaching AD/HDers' Social Skills (20 Hrs.) Quarterly Basis

Language used – Arabic/ English

Delivery method- Virtual through SKYPE/ GOOGLE MEET Platforms

Contact phone number/ email

To register, please contact the Learning Difficulties Professional Association through WhatsApp 00965 66170931.

Or by email: info@ldpassociation.org

Payment/ Fees Policy

All registrations are secured on first come, first served basis. Your registration in a course is dependent upon receipt of full payment.

Refund Policy

Cancellation of a course must be made a minimum of 14 business days prior to the course to be eligible for a full refund. Cancellations made less than 5 days before the course are not eligible for a refund.

Important Notes:

Agreement of Confidentiality:

- For any reason, you may not use the recorded playback of class sessions. These are done just for participants to make sure they don't miss any information that has been discussed.
- Participants are always requested to keep any kind of information discussed by the group members confidential and never share it with anyone outside the coaching group.
- Participants are always expected to deal with respect with all group members. Feedback given on any coaching practice should be specific, positive and match the ICF core competencies.

All Course materials including content, handouts are the property of the Learning Difficulties Professional Association- DHS, and you are prohibited from sharing them. You may use the forms created by the LDPA in the Appendix if you are committed to keep our logos on.

Bulk reproduction of any course materials is strictly prohibited.