

Join us at SCHOOL OF CHANGE

Coaching Skills for Positive Disruption



Propel your career and your life forward with School of Change. A fully-interactive, live virtual training designed for busy people who want to increase their self-awareness and lead impactful change.

Why School of Change?



Do you want to shape better-functioning teams and organisations?



Are you wondering how your life and work can be more impactful and sustainable?



Do you seek more meaning and feel compelled to leave a positive legacy?



You've come to the right place. We believe in the power of coaching for positive disruption.



BENEFITS FOR THE INDIVIDUAL...

- Experience the power of deep listening, curiosity and openness and learn coaching tools and techniques to enhance your leadership presence.
- Learn how to ask effective questions to see past the surface, spot underlying patterns and shift them for sustainable innovation and growth.
- Embrace emergence, adaptability to thrive in uncertainty and complexity and grow your resilience.
- Network with other committed leaders and gain new perspectives
- Get lifetime access to our tools and videos to help you bring everything back into your business and your life.

BENEFITS FOR THE ORGANISATION...

- Empower your talent with the knowledge and key skills to deliver on future growth for your business in an exponential age.
- Cultivate a culture where honest dialogue is encouraged, and diverse perspectives are seen as strengths.
- Explore a balanced approach that empowers swift, informed decision making without compromising team cohesion.
- Bring hidden challenges - the elephant in the room - to light, fostering transparency and trust.
- Understand the factors that might be holding your organisation back and learn how a coaching mindset can create rapid traction in the face of market risks and uncertainty.



Work with us and you will



Reconnect to what truly matters to you, listen, be curious, open and become a leader who inspires and empowers.



Have all the right tools and techniques to be unfazed by uncertainty and complexity and successfully deliver on your projects.



Become a force of innovation and change that actively moves the entire organisation forward (and the world!).

All our programmes are seamlessly delivered worldwide, across locations and time zones, both remotely and in house.



Don't just take our word for it



Super immersive course in all things coaching, transformation and new ways of working. Recommended to anyone working on transformation initiatives.

-Ecaterina Harling, Director of Transformation & Digital, EBRD



School of Change stands out as a school of professionals for professionals. It offers comprehensive preparation from theory and professional ethics to the whole range of coaching skills and techniques and even the necessary administrative formalities. Lise's teaching and supervision are highly effective and offer constant opportunities for self-development. I recommend the training to anyone wanting to become a coach and to leaders at all levels.

-Kathrin Höckel, Filmmaker, Education Expert & Adventurer



A piercing gaze that sense the manifold future possibilities of the other yet lets them unfold in their own time; powerful questions, with no immediate answer, that nourish our practice for a long time to come; an awareness of the diversity of expression that opens the door to the singular expressiveness of each person.

-Sophie Dané-Roullet, Drama Teacher & Dancer



The School of Change training provides the keys to exploring all aspects of coaching. It is a regular, disciplined, fun and enlightening experience. I recommend it with all my heart.

-Claire Mauduit, Director, S&P Global Ratings

Coaching Skills for the Exponential Age

Three modular, yet distinct programmes.

COACHING
ESSENTIALS

**Coach Training
Level 1**

COACHING
LEADERSHIP

**Coach Training
Level 2**

COACHING
MASTERY

**Coach Training
Level 3
(pending)**



PROGRAMME AT A GLANCE

Our mission is to bridge the leadership gap so that people and organisations can lead effectively towards a more sustainable world.



Join a small-group online environment with monthly 2-hour long meet ups, peer groups and self-paced learning on our virtual learning platform.



We combine teaching, discussion, client cases, experimentation, practice, reading, reflection, and real-life client work.



Certified by the International Coaching Federation. Graduates can apply for certified coach status at ACC or PCC level upon completion.



From day 1, we put great emphasis on practice and reflection to stretch you out of your comfort zone and help you identify your very own style.



Upon graduation, most people incorporate their coaching skills into their day job while some pursue a career as a fully-fledged professional coach.

*For ACC level, you need a minimum of 100 hours of client practice; for PCC level you need a minimum of 500 hours of client practice.



COACHING ESSENTIALS

Learn Coaching
Essentials
CHF 4997

- 9-12 Months Learning Journey
- 60 Hours of Continued Education
- Online Learning Modules
- 9 x Coaching Labs
- 9 x Practice Sessions
- 9 x Peer Coaching Sessions
- 3 x 1:1 Mentor Coaching
- Feedback on 5 x Coaching Sessions

COACHING LEADERSHIP

Develop Coaching
Leadership
CHF 9997

- Includes all the content from Core.
- 20-24 Months Learning Journey
- 130 Hours of Continued Education
- Online Learning Modules
- 20 x Coaching Labs
- 20 x Practice Sessions
- 20 x Peer Coaching Sessions
- 3 x 1:1 Mentor Coaching
- Feedback on 6 x Coaching Sessions

COACHING MASTERY

Grow Awareness and
Enhance Use of Self
CHF 5997

- 6 Months Learning Journey
- 75 Hours of Continued Education
- Online Learning Modules
- Self-Awareness Journey with 2 x 2-Day Use of Self Workshop
- Competency Self-Assessment
- 6 x Peer Coaching & Feedback
- 3 x 1:1 Mentor Coaching
- Library of MCC-level recordings
- 3 x Written Feedback

Graduates need a minimum of 100 hours of client practice for the ACC Level with the ICF; a minimum of 500 hours for the PCC level; and a minimum of 2500 hours for the MCC level: <https://coachingfederation.org/credentials-and-standards/icf-credentials-paths>

SCHOOL OF CHANGE SCHEDULE

Admission to School of Change is quarterly. You'll receive a detailed learning checklist and work towards completing it at your own pace, between 9 to 24 months. School of Change is taught in English exclusively. We offer Mentor Coaching in English, French, or German and optional individual coaching in up to 10 languages.



COACHING LAB SCHEDULE 2025



Coaching Labs are always on a Friday from 10am-12pm CET (CEST in summer)

04 APR 25

09 MAY 25

06 JUN 25

04 JUL 25

05 SEP 25

03 OCT 25

07 NOV 25

05 DEC 25

EXAMPLE LAB PROGRAMME

MEET THE EXPERT

Experience different approaches, styles and various fields of application of coaching to broaden your perspective

QUARTERLY PEER SUPERVISION

Share client cases with your peers for support & feedback to continue to grow your coaching skills

TOPIC DEEP DIVE

Resistance
Creativity
Time Management
Unconscious Bias
Leader as a Coach

COMPETENCY BOOK CLUB

Past books include:
Clean Language (Wendy Sullivan & Judy Rees)
Presence (Peter Senge et al)
More Time to Think (Nancy Kline)
Simplifying Coaching (Claire Pedrick)

SCHOOL OF CHANGE

Core Coach Training (ICF Level 1)



Flexible monthly start
9-12 month duration



All our meetings are online



Accredited by the International Coaching Federation



CHF 4997. Payment plans and EUR, GBP or USD pricing are available on request.



Online Course Outline: Core (Level 1)

Themes	Topics	What You'll Experience
Introduction to Coaching	<ul style="list-style-type: none">History of CoachingDefinition of CoachingICF Core Competency 1: Demonstrates Ethical PracticeEthics Case Studies & Supervision	Explain the role of a coach and articulate the benefits of coaching without doubt or hesitation, get a cursory overview of various schools of thought that have influenced coaching to date, and be attuned to potential ethical dilemmas and when and how to get support.
Establishes and Maintains Agreements	<ul style="list-style-type: none">ICF Core Competency 3: Establishes and Maintains AgreementsTips and Tricks for ContractingIntroduction to a Simple Coaching Model: GROW (Sir John Whitmore)	Start coaching straightaway with a simple coaching framework without fear or overthinking. Embrace the value of clear contracting with clarity of roles and responsibility and a clear mutually agreed goal.
Cultivates Trust and Safety	<ul style="list-style-type: none">ICF Core Competency 4: Cultivates Trust and SafetyPower Dynamics: The Karpman Drama Triangle & Transactional Analysis (Eric Berne)Psychological Safety (Amy Edmondston) & Empathy vs Sympathy (Br��ne Brown)	Quickly establish and maintain trust and safety with people. Learn to be fully present, let go of judgement and be mindful of power dynamics.
Listens Actively	<ul style="list-style-type: none">ICF Core Competency 6: Listens ActivelyNon Violent Communication (Marshall Rosenberg)Cognitive Biases (Daniel Kahneman)	Expand your listening channels and strengthen your ability to listen beyond the words. Grow your awareness of cognitive biases and use the toolkit of non violent communication to ensure you're on the same page.
Evokes Awareness	<ul style="list-style-type: none">ICF Core Competency 7: Evokes AwarenessPerception vs RealityNeuroplasticity: Fixed vs Growth Mindset (Carol Dweck)	Become proficient at widening people's perspectives to help them exit overthinking and generate new options for action. Trust people's innate ability for growth.
Facilitates Client Growth	<ul style="list-style-type: none">ICF Core Competency 8: Facilitates Client GrowthVIA: Vocation, Integration, Alignment (Sara Boas)Dealing with Resistance	Move towards the goal like an arrow - be specific and holistic, encompass the situation and the person, identify potential obstacles, inner and outer resources to overcome them and establish clear accountability.

Online Course Outline: Core (Level 1)

Themes	Topics	What You'll Experience
Maintains Presence	<ul style="list-style-type: none">• ICF Core Competency 5: Maintains Presence• Emotional Literacy• 7-Eyed Model (Hawkins & Shoet)• Self-Care & Awareness	Broaden your emotional literacy, systemic awareness, and self-awareness, so you can pick up on subtle processes in the relationship such as parallel process, transference, or collusion.
Congratulations!	<ul style="list-style-type: none">• Your Ideal Client• Your Value Proposition• Your Learning & Development Plan	Reflect on how you want to integrate your coaching skills into your life, create a clear and compelling value proposition for your coaching services and reflect on your ongoing learning and development.

SCHOOL OF CHANGE

Advanced Coach Training (ICF Level 2)



Flexible monthly start
20 - 24 month duration



All our meetings are online



Accredited by the International Coaching Federation



CHF 9997. Payment plans and EUR, GBP or USD pricing are available on request.



Online Course Outline: Advanced (Level 2)

Themes	Topics	What You'll Experience
Introduction to Coaching	<ul style="list-style-type: none">History of CoachingDefinition of CoachingICF Core Competency 1: Demonstrates Ethical PracticeEthics Case Studies & Supervision	Explain the role of a coach and articulate the benefits of coaching without doubt or hesitation, get a cursory overview of various schools of thought that have influenced coaching to date, and be attuned to potential ethical dilemmas and when and how to get support.
Establishes and Maintains Agreements	<ul style="list-style-type: none">ICF Core Competency 3: Establishes and Maintains AgreementsTips and Tricks for ContractingIntroduction to a Simple Coaching Model: GROW (Sir John Whitmore)	Start coaching straightaway with a simple coaching framework without fear or overthinking. Embrace the value of clear contracting with clarity of roles and responsibility and a clear mutually agreed goal.
Cultivates Trust and Safety	<ul style="list-style-type: none">ICF Core Competency 4: Cultivates Trust and SafetyPower Dynamics: The Karpman Drama Triangle & Transactional Analysis (Eric Berne)Psychological Safety (Amy Edmondston) & Empathy vs Sympathy (Br��ne Brown)	Quickly establish and maintain trust and safety with people. Learn to be fully present, let go of judgement and be mindful of power dynamics.
Listens Actively	<ul style="list-style-type: none">ICF Core Competency 6: Listens ActivelyNon Violent Communication (Marshall Rosenberg)Cognitive Biases (Daniel Kahneman)	Expand your listening channels and strengthen your ability to listen beyond the words. Grow your awareness of cognitive biases and use the toolkit of non violent communication to ensure you're on the same page.
Evokes Awareness	<ul style="list-style-type: none">ICF Core Competency 7: Evokes AwarenessPerception vs RealityNeuroplasticity: Fixed vs Growth Mindset (Carol Dweck)	Become proficient at widening people's perspectives to help them exit overthinking and generate new options for action. Trust people's innate ability for growth.
Facilitates Client Growth	<ul style="list-style-type: none">ICF Core Competency 8: Facilitates Client GrowthVIA: Vocation, Integration, Alignment (Sara Boas)Dealing with Resistance	Move towards the goal like an arrow - be specific and holistic, encompass the situation and the person, identify potential obstacles, inner and outer resources to overcome them and establish clear accountability.

Online Course Outline: Advanced (Level 2)

Themes	Topics	What You'll Experience
Maintains Presence	<ul style="list-style-type: none">• ICF Core Competency 5: Maintains Presence• Emotional Literacy• 7-Eyed Model (Hawkins & Shohet)• Self-Care & Awareness	Broaden your emotional literacy, systemic awareness and self-awareness, so you can pick up on subtle processes in the relationship such as parallel process, transference or collusion.
Observe	<ul style="list-style-type: none">• Context: Cynefin Framework (Snowden)• Patterns: Container, Difference, Exchange (Eoyang)• Perspective: the Work (Byron Katie)	Determine the right decision-making and problem-solving tools and approaches for your challenge; identify its patterns and root causes; explore how to work relationally to bring about a shift in perspective.
Love	<ul style="list-style-type: none">• Explore: Johari Window (Luft & Ingham), Attachment Theory (Bowlby & Ainsworth)• Embrace: Core Quality Quadrant (Ofman)• Embody: Somatic Awareness	Identify the beliefs and patterns that shape your worldview and behaviour; embrace polarities and paradoxes in yourself and your challenge; leverage your bodily intelligence for greater awareness.
Act	<ul style="list-style-type: none">• Clarity: Change Curve; North Star Triangle• Empathy: Circle of Concern and Circle of Influence, reframing, stakeholder mapping• Adaptivity: adaptive and agile methodologies (Scrum, Kanban)	Be clear on your goals and ultimate why and attend to the emotional impact of change; expand your circle of influence by tapping into empathy and use adaptivity to not get overwhelmed and actually get stuff done.
Iterate	<ul style="list-style-type: none">• Adaptive Action• Adaptive Leadership• Adaptive Growth	Embrace iteration across all levels, experimenting with various levers / areas for change, with how you show up and approach your challenge and with the learning and growth that comes from the process.
Congratulations!	<ul style="list-style-type: none">• Your Ideal Client• Your Value Proposition• Your Learning & Development Plan	Reflect on how you want to integrate your coaching skills into your life; create a clear and compelling value proposition for your coaching services and identify your desired learning and development goals.

The best online tools for a seamless learning experience

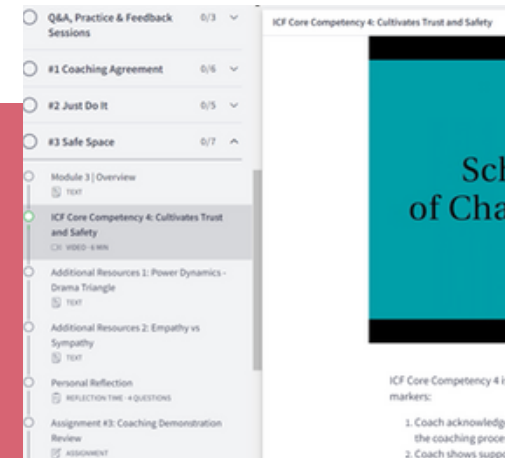


ZOOM-VIDEO CONFERENCING

- ✓ Online webinar to connect with your facilitators and peers
- ✓ Breakout rooms for peer coaching practice
- ✓ Connect via any device.

HYBRID ONLINE LEARNING COURSE

- ✓ Learn at your own space, where and when you want.
- ✓ Access a library of coaching demos & case studies
- ✓ Ask any questions in our Q&A, Practice & Feedback sessions



WHATSAPP COMMUNITY GROUP

- ✓ Learn from your peers
- ✓ Share resources and learning opportunities
- ✓ Connect with Alumni

Real benefits you won't receive anywhere else



Hybrid learning that maximises live practice and discussions with peers & facilitators



Step into action with our tools and templates



Small group learning experience with facilitators who go the extra mile



ICF-Certification for confidence, credibility and recognition



Lifetime access to tools and resources learning portal



PLUS Practice with REAL clients: Get a minimum of two external coaching clients via our network



BONUS webinar: What you need to know to prepare for ICF certification

We've trained **people** from organisations across the globe including:

- Standard & Poors
- EUMETSAT
- Cleary Gottfried Steen
& Hamilton
- Roche
- Sustainable
Infrastructure
Foundation
- SolidariTEE
- Aquaconsult
- GVM AG
- Leaders Quest
- WorldBank ICF
- Sciences Po Paris
- Anant University, India
- VOITH
- Cronimet
- Advent International
- Kazatomprom
- Zürich Insurance
- The Boardroom
- Deloitte
- HSBC
- La Bouche Rouge
- IPG Automotive
- European Bank for
Reconstruction &
Development



Call us to book your seat now!



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Customised In-House Training

In addition to our flagship public training programme, the School of Change team specialises in creating highly customised hybrid training programmes for clients around the world. The benefits of customised training are extensive.



- ✓ **We take the time to understand your needs and objectives and craft a solution that specifically addresses those business needs.**
- ✓ **Our clients see us as trusted partners who have an unrivalled track record of delivering results driven transformation courses.**
- ✓ **Highly practical and real-world focused content means you'll be able to immediately apply your new knowledge.**
- ✓ **If you want to inject an agile coaching culture into your teams, our in-house solutions are the perfect tool.**
- ✓ **Customised solutions are an extremely cost-effective way of training groups and teams and ensuring effective organisation-wide alignment.**



Get in touch for a consultation...

info@profound-consulting.com

About Lise



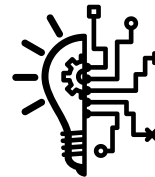
Lise's entire career has been in development. As Banker and Economist, she worked in countries across Eastern Europe, Central Asia, and Northern Africa. She looked at access to finance for small and medium enterprises and provided loans and equity to farmers and food processing companies.



Always on the quest for even greater developmental impact on the ground, she turned to organisational development, making processes leaner, encouraging innovation, fostering collaboration and agility. She wanted to break down silos so that successes in one sector or country could inspire ripple effects in others.



Pretty soon, she realised her effectiveness was limited. She needed more than her skills as banker and economist. Over coffee, a colleague suggested she trains as a coach. At work, people noticed she was different. And yes, she was! She had learned the value of listening, curiosity and non-judgement.



When hit by her son's cancer diagnosis (he thankfully recovered), an unexpected gift arrived: she realised control is an illusion. She learned to navigate complexity and embrace agility - way before this became mainstream in the business world. Among others, she's an expert in Design Thinking and Scrum.



Now, Lise works with leaders on their personal, team and organisational development. Her clients have great ideas and ambitious projects. But the sheer enormity of the task overwhelms them. They don't know where and how to start. And this is where coaching, complex systems approaches and agile helps!



Learn this skillset with us here at School of Change!