

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.
- Gain new perspectives in your 1:1 coaching sessions.
- 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.
- Foster enhanced resilience and an agile coaching mindset to enable your team to approach complex challenges effectively.
- Incorporate advanced complex adaptive tools in your strategy and project management to gain a competitive edge.
- 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.

-Ecatarina 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-Rouillet, 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



About our Founder



Lise's entire career has been in development. As Banker and Economist, she worked across Eastern Europe, Central Asia, and Northern Africa. She provided loans and equity to farmers and food processing companies.



Always on the quest for impact, she turned to organisational development, making processes leaner, encouraging innovation, and fostering collaboration. 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!

Three learning tracks

LEADER'S TRACK

ICF - CERTIFICATION TRACK



COACH TRACK



Self-paced online learning
Weekly 1:1 coaching sessions

- 2-Months Online Learning Journey
- Learn Coaching Core Competencies, as defined by the International Coaching Federation
- 8 x Weekly 1:1 Coaching Sessions
- Weekly Online Learning Modules
- Weekly Module Skillsheets



Self-paced online learning
Weekly 1:1 coaching sessions

- 3-Months Online Learning Journey
- Learn to Lead in Complexity with our OLAX Framework: Observe, Love, Act, Iterate
- 12x Weekly 1:1 Coaching Sessions
- Weekly Online Learning Modules
- Weekly Module Skillsheets



Executive Coaching in Nature
1:1 with Master Coach Lise
Bruynooghe

- What's Next? Executive Coaching in Nature to pause, go deep and take your impact to the next level.
- 1.5-days Executive Coaching in Nature
- 4x 1:1 follow-up 1:1 Coaching Sessions
- Trusted "ally in your pocket" with online messaging for ongoing support



Develop Core Coaching Competencies

- 9-12 Months Learning Journey
- Prepare for ICF Associate Coach Certification
- 60 Hours of Continued Education
- Online Learning Modules
- 9 x Coaching Labs
- 9 x Q&A, Practice & Feedback Sessions
- 9 x Peer Coaching Sessions
- 3 x 1:1 Mentor Coaching
- Feedback on 5 x Coaching Sessions
- Graduation & Celebration Session



Work with Complex Adaptive Systems

- Includes all the content from Core.
- 20-24 Months Learning Journey
- Prepare for ICF Professional Coach Certification
- 128 Hours of Continued Education
- Online Learning Modules
- 20 x Coaching Labs
- 20 x Q&A, Practice & Feedback Sessions
- 20 x Peer Coaching Sessions
- 3 x 1:1 Mentor Coaching
- Feedback on 5 x Coaching Sessions
- Graduation & Celebration Session



Grow Awareness and Enhance Use of Self

- 6 Months Learning Journey
- 75 Hours of Continued Education
- Prepare for ICF Master Coach Certification
- 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

PROGRAMME AT A GLANCE

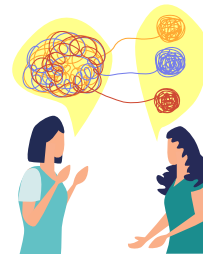
We bridge the leadership gap so that people and organisations can lead effectively toward a more sustainable world.



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.



Individual mentor coaching sessions to support you as you stretch outside of your comfort zone.



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



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

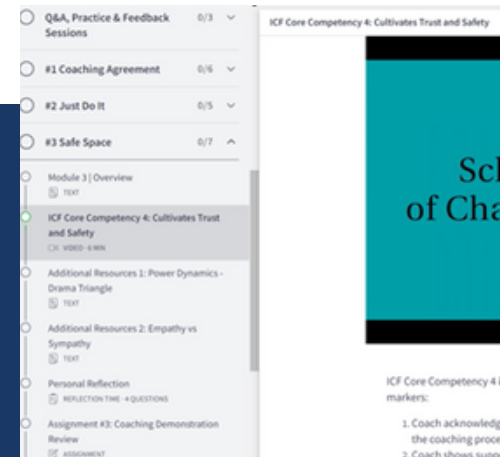
*For ACC level, you need a minimum of 100 hours of client practice; for PCC level you need a minimum of 500 hours of client practice.

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



Our monthly meeting for coaches

- Quarterly group supervision
- Quarterly “Meet the Expert” sessions to experience various styles and fields of application of coaching.
- Topic Deep Dives
- Book Club
- Access to recordings of past Labs



Formative, normative, and restorative supervision

- Individual formative, normative, and restorative supervision
- EMCC recommends a minimum of 4 hours of supervision per year, with a minimum ratio of 35 hours of practice to 1 hour of supervision.



ICF Mentor Coaching

- 10 hours of ICF Mentor Coaching for credentialing purposes
- Access to our ever growing library of recordings that passed ICF assessment at ACC, PCC and MCC level
- Coaching Session Review Package (200 min) with written feedback against the ICF Core Competencies at ACC, PCC and MCC level.

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

- Standard & Poors
- EUMETSAT
- Cleary Gottlied 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!



We operate a radical financial inclusion policy with payment plans to suit all circumstances.
E-mail us to enquire about subsidised places for NGOs/Students.

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School
of Change



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