

**1-Week Front-end Coaching Intensive [FECI] | The Columbia Coaching Certification Program (3CP) | Fall 2026 – Cohort XXXVII | Concurrent Hybrid**

| Day 1 – Sunday (November 8)  | Day 2 – Monday (November 9)   | Day 3 – Tuesday (November 10)  | Day 4 – Wednesday (November 11)   | Day 5 – Thursday (November 12)   | Day 6 – Friday (November 13)   |
|--|---|--|---|--|--|
| <p><b>Pre-work Prior to Program Launch</b></p> <ul style="list-style-type: none"> <li>LSI &amp; NBI</li> <li>Pre-work Booklet Readings</li> </ul>  | <p><b>Asynchronous - B: Foundation #1</b> - Coaching Mindset: Guiding Principles; and Determining Your Starting Point<br/>[Allocate 1 Hour to Complete. Must Be Done Prior to SS#2]</p> | <p><b>Asynchronous – D: Foundation #2</b> - Core Coaching Competencies (Presence, Relating, Questioning, Listening) + Listening Profile &amp; Coaching – [Allocate 1 Hour to Complete. Must Be Done Prior to SS#4]</p> | <p><b>Asynchronous - E: Foundation #3</b> – Overview of Coaching Process (Phase 1 + Feedback) + Thinking Style and Coaching<br/>[Allocate 1 Hour to Complete. Must Be Done Prior to SS#6]</p> | <p><b>Asynchronous – F: Foundation #3</b> – Phase II (Feedback, Options, Planning/Goal Setting+ A/S)<br/>[Allocate 1 Hour to Complete. Must Be Done Prior to SS#8]</p> | <p><b>Asynchronous – G:</b> Recap of 3 Foundations &amp; Prepare for Final Coaching Conversation   [1 Hour Prior to SS#10]</p>   |
| <p><b>Asynchronous - A:</b> Program Overview   3 Coaching Foundations (Allocate 1 Hour to Complete)</p>  | <p><b>Synchronous Session #2:</b> Guiding principles &amp; Baseline Coaching Conversations   Conversation Outline<br/>9:00 AM – Noon   ET   3 Hours</p>                                 | <p><b>Synchronous Session #4:</b> Coaching Competencies &amp; The Success Pyramid (ORID)<br/>9:00 AM – Noon   ET   3 Hours</p>   | <p><b>Synchronous Session #6:</b> Coaching Process (Phase I: Entry &amp; Contracting, D/Fs, S/A)<br/>9:00 AM - Noon   ET   3 Hours</p>  | <p><b>Synchronous Session #8:</b>   Coaching Process – cont. (Demo #2 – D/F +S/A   Feedback &amp; Options)<br/>9:00 AM – Noon   ET   3 Hours</p>                       | <p><b>Synchronous Session #10:</b> End of-The-Week Coaching   Practicum Overview   Closure   <b>8:00 AM – 12:00 PM ET</b>   3 Hours</p>  |
|  | Lunch [12:00 to 1:00 PM]  | Lunch [12:00 to 1:00 PM]   | Lunch [12:00 to 1:00 PM]  | Lunch [12:00 to 1:00 PM]   | Lunch [12:00 to 1:00 PM]   |
| <p><b>Core Group Session #1:</b> Introductions &amp; Routes to Coaching [Zoom &amp; Whiteboard]<br/>[Aligned Time Zones – 1 Hour] – <b>Note: 1:30 – 2:30 ET</b></p> <p><b>Welcome Reception</b> [3:00 to 4:00 PM ET   In-Person]</p> | <p><b>Asynchronous - C:</b> Interpersonal Process Recall - Mutual Recall   Ethics<br/>[Allocate 1 Hour to Complete. Must Be Done Prior to SS#3]</p>                                     | <p><b>Core Group Session #2:</b> Guided Reflections &amp; Coaching in Organizations [1 Hour] Complete Prior to SS#5<br/><b>NOTE: 1:30 – 2:30 PM ET</b></p>   | <p><b>Core Group Session #3:</b> Phase I: Coaching Demo #1 (Entry &amp; Contracting) [1 Hour Complete Prior to SS#7]<br/><b>NOTE: 1:30 – 2:30 PM Eastern Time US</b></p>                      | <p><b>Core Group Session #4:</b> Phase II Demo #3 (Feedback &amp; Options) [1 Hour Complete Prior to SS#9]<br/><b>NOTE: 1:30 – 2:30 PM Eastern Time US</b></p>         | <p><b>Core Group Session #5:</b> Share Key Learning from the Week + “Coaching Buddies”   <b>10:15 – 10:55am EST</b></p> <p><b>Note: Final core group will take place for 40 minutes after end of the week coaching conversation. Additional instructions to be provided by facilitators.</b></p> |
| <p><b>Synchronous Session #1:</b> Program Launch &amp; Life History/Maps<br/><b>4:00 – 7:00 PM Eastern Time US</b>   3 Hours</p>   | <p><b>Synchronous Session #3:</b> Baseline Review &amp; Ethics – Take II<br/>3:00 – 6:00 PM, ET   3 Hours</p>   | <p><b>Synchronous Session #5:</b> Success Pyramid Coaching Conversations (2 Hours)   Organizational Models &amp; Coaching + LQ (1 Hour)<br/>3:00 – 6:00 PM, ET   3 Hours</p>   | <p><b>Synchronous Session #7:</b> Coaching Process – cont. (DF-S/A Recap+ Feedback with NBI)<br/>3:00 – 6:00 PM   ET   3 Hours</p>  | <p><b>Synchronous Session #9:</b> Coaching Process – Cont.   Phase II – P/G &amp; Phase III – A/P [2 Hrs 15 mins] Demo #4: PGS +AS.] 3:00 -6:00 PM ET   3 Hours</p>    | <p><b>Transition to Practicum Period</b></p>   |
| Dinner [7:00 to 8:00 PM ET]  | Dinner [6:00 to 7:00 PM ET]   | Dinner [6:00 to 7:00 PM ET]  | Dinner [6:00 to 7:00 PM ET]   | Dinner [6:00 to 7:00 PM ET]  |  |