



PROFESSIONAL COACHING COURSE

2021

A transformative year-long certification course that is designed to maximize learning and development in a coaching context using proven methodology

NEW VENTURES WEST

How this international virtual coach training course is organized

Collaboration and Partnership

The Professional Coaching Course (PCC) is designed in collaboration with one of the leading coach training schools in the United States - New Ventures West (NVW). The course is an International Coach Federation (ICF) accredited course and is being run in partnership with three key stakeholders: the Centre for Coaching (South Africa and Geneva), the University of Cape Town's Graduate School of Business and NVW in San Francisco.

Rigorous Curriculum

The year-long PCC is the second part of an 18-month programme built up on the initial, 6-month Coaching for Development course (CfD). The CfD is a stand-alone qualification; however, CfD and PCC are designed to work together as a unit over an 18-month period with 'soak in' time between each programme to allow information to be absorbed and practiced.



Live-Virtual Learning Solution

The onset of Covid-19 has required that we re-invent our face-to-face offerings - and they work. We have successfully redesigned our programmes and moved to 'Live-Virtual Learning' solutions. Our students appreciated and confirmed that we are able to give this PCC programme the same depth, experience and level of personal engagement that we do with our physical face-to-face programmes:

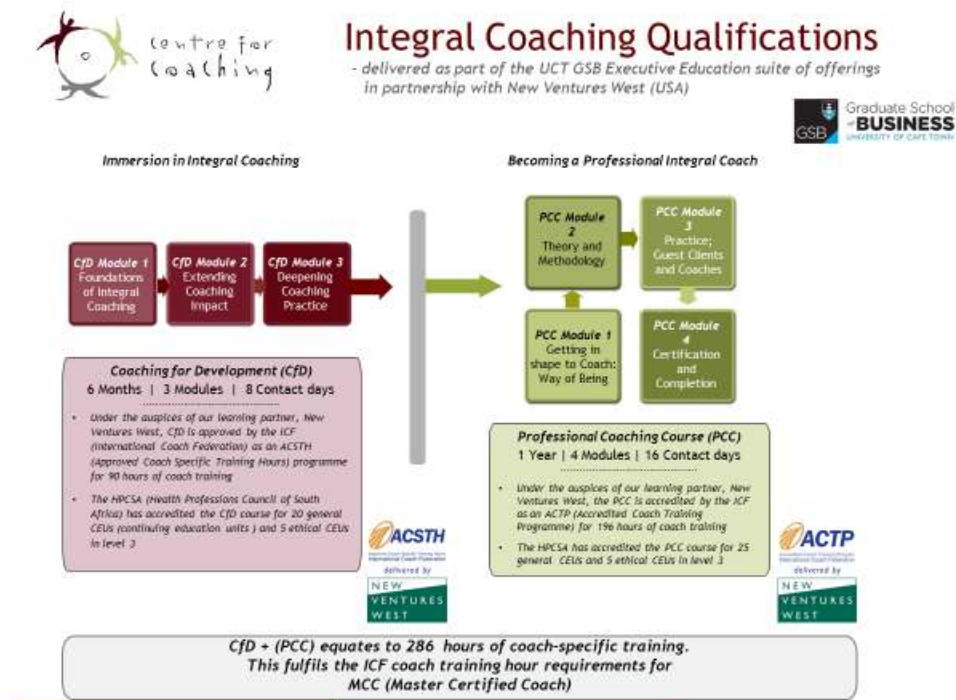
- Adding additional local and international coaches from South Africa and Europe to further enhance the experience, the diversity of thought and to allow for smaller learning pods and individual support throughout the year together
- Adhering to our pedagogical imperatives of working with our students in an integral way - mind, heart and body
- Adapting our teaching and learning approach on how adults learn to a virtual environment
- Testing various virtual platforms - our preference remains ZOOM - which provide multiple options, enabling us to keep our students engaged

The feedback so far has been more than gratifying:

- "I believe it's the best one out there and using it with CfC gave me a lot of practical insights in my own use of Zoom. Thanks a lot" *Tatiana Matveeva (Senior Consultant & COO) - PCC Switzerland*
- "I think it is worked very well on a digital programme." *Sue Reade (Human Capital Business Partner) - PCC South Africa*

Until such time that we can engage without social distancing and masks, we will remain a live-virtual teaching organisation.

How the course is organized





Become a certified coach and benefit from 1:1 coaching for your individual development

When you enroll in the PCC, you join a group of professionals who study, learn, and coach together for an entire year and quickly form a supportive learning community. The curriculum blends a rigorous course of study with hands-on practice and attention to participants' own individual development.

The course is structured in the following way:

- The PCC is organized around four virtual face-to-face modules that run from Tuesday to Friday.
- Days run from 10h00 to 18h00 SAST, with a 1½ hour afternoon break to eat lunch, do a short assignment, walk, and relax.
- In between modules, you read 10 books from the "Coaches' Bookshelf", complete written assignments, coach clients, and undertake your own individual development programme, as you will also receive 1-on-1 coaching during and between modules.
- As you engage in these activities, you draw upon the support of small learning groups called Pods. Each Pod works together and is assigned a Pod Guide. You also receive periodic coaching from the course Leaders and your assigned Mentor Coach.



Course Overview

- **Module 1** focuses on building a strong and supportive community and cultivating your capacity to be present, mindful, and a skilled observer of yourself and others. The course leaders coach you (and others) and design an individual development programme for you. This begins your initiation into the "two tracks" of Integral Coaching: the simultaneous focus on your clients' development and your own development.
- **Between Modules 1 and 2**, by engaging in your own personal development programme, you begin to develop the body of a coach and the capacity to witness how new perspectives, narratives and practices can impact someone's life (in this case, your own).
- In **Module 2** we turn our attention to deepening the three core integral coaching models and their use with clients. We discuss the stages of a coaching relationship, the elements of a coaching programme, and how to design and conduct an Integral Coaching programme.
- **Between Modules 2 and 3**, your attention expands to include not only your development and that of your classmates, but also the practice of coaching. As you work with three to five clients, your pod and other faculty all support you in identifying what the coaching invitation might be, offering powerful narratives, and designing practices and self-observation exercises. It is here that you begin gaining first-hand experience in blending inquiry and advocacy in the cauldron of relationship. Here, too, you start to receive supervision and feedback on your coaching of others. Despite all this activity, it remains essential for you to continue to focus on your own development right through the year.
- **Module 3** emphasizes practice. By working with your classmates, a "guest client" from outside, and PCC-qualified coaches acting as observers, you learn to simultaneously be present with clients and draw upon the rich models and frameworks.
- **Between Modules 3 and 4**, you continue to work with clients, writing up case descriptions in which you reflect on your experiences and what you have learned. You also continue to receive feedback from the faculty on recorded conversations with clients, continue to focus on your individual development, and receive one-on-one coaching from faculty.
- The heart of **Module 4** is the certification process, which takes place over two or three days. This involves the discussion of live-recorded video coaching cases in front of the certification committee. Again, the focus is on the "two tracks": both your development and your work with clients. The last day of Session 4 is a time of closure, where you and your classmates offer gratitude to each other, one by one.

Feedback from the 2019/2020 cohort:

- "I Like the comfort of being in my home while connecting beautifully with everyone. Love the breakout rooms" *Laura Acres - PCC South Africa*
- On breakout rooms "I loved these in session 4, we spent quite some time together and their size were just what is needed to interact." *Sandra Harik - PCC Switzerland*



Course Overview - all days run on Zoom

MODULE 1: BUILDING THE BODY OF A COACH AND A COMMUNITY OF SUPPORT (4 DAYS)	MODULE 2: LEARNING THE METHODOLOGY (4 DAYS)	MODULE 3: BUILDING COACHING COMPETENCY (4 DAYS)	MODULE 4: CERTIFICATION AND COMPLETION (4 DAYS)
<ul style="list-style-type: none"> • Cultivate your capacity to be present, mindful and a skilled observer • Coaching from Course Leaders • Personal development plan 	<ul style="list-style-type: none"> • Three core models of Integral Coaching • Stages of coaching relationship; elements of a coaching proposal • Design and conduct an Integral Coaching programme • Somatic coaching 	<ul style="list-style-type: none"> • Deepening the methodology • Practice with “guest client” and classmates • Real-time feedback from faculty 	<ul style="list-style-type: none"> • Live coaching and feedback • Discussion of case studies and what is next for you as a coach • Day of closure and gratitude
<ul style="list-style-type: none"> • Engage in your personal development plan • Reading and written assignments • Individual and group meetings with your Mentor Coach and Pod Guides 		<ul style="list-style-type: none"> • Continue work with clients • Write up case studies • Receive feedback on recorded coaching sessions • Continue with your personal development programme, reading and assignments. 	



The Certification Process

The certification process is rigorous. Rather than take written tests, you participate in an intensive engagement and dialogue with a committee of senior Integral Coach faculty and outside expert professional integral coaches.

The certification process consists of three parts:

1. **Live coaching.** We pair you with a "guest client," someone who has volunteered to be coached and whom we match with you. We introduce you to each other via email, and you set up your coaching session with them at your own convenience. After having a private initial conversation (not recorded) and then designing a coaching programme for them, you then coach them either online or face-to-face but making sure that you take a genuinely spontaneous video recording of the session. On your certification day, this will be played back in front of the certification committee and a group of your fellow students. The purpose of doing this is to give the committee a first-hand experience of your competence and way of being as a coach.
2. **Development dialogue** centered around your written case studies, work done over the year and insights about your live coaching. We discuss the three clients you have written cases about. The committee enquires about the work you did with them and how you interpret these experiences now. The purpose of this inquiry is to help the committee assess the extent to which your coaching reflects the methodology and standards of Integral Coaching.
3. **Final questions.** Based on its observations thus far, the committee asks you a handful of final questions about your development as a coach and human being. The purpose of these questions is to allow the committee to observe you reflect on your experiences that day and what you have learned from them.

Deciding to pursue certification

On average, in a class of 22 students, between 18 and 20 students decide to pursue certification. The most common reasons that students choose to not pursue certification are: (a) they do not think they are ready, (b) we do not think they are ready, or (c) events in their life make it difficult to invest the time needed to prepare for certification.

In Session 4 at the end of your certification day, the committee makes an assessment of your current competence as a coach. This assessment is based not only on your work and sense of presence that day but also on your development throughout the year.

Certification is without a doubt a challenging process. We hold a high standard of competence because the work of Integral Coaching demands nothing less. This is reflected in the certification process.

Feedback from the 2019/2020 cohort.

- "The breakout sessions were great. The panel set-up and the peers that were able to go off-camera/off-sound were effective elements during individual assessment and heightened the experience for all was my take." *Asa Granados - PCC Switzerland*
- "It worked very well AND 4 days straight is an extremely long time in front of the computer. Still, it worked very well overall" *Anonymous - PCC Switzerland*



Three important features

Three features of the course mentioned above are worth highlighting:

- **Proudly South African.** We are proud to be the first coach training organisation in Africa to have been founded at a University 19 years ago, and one of the longer-standing coach training institutions worldwide, not only on the African continent. We have spent years understanding the complexities of our diverse nation, continent and planet, and how to weave this into the way we teach and the way we coach. We take care to raise this as a continuing dialogue within the faculty and the student body and to encourage deep openness and conversation. Over the years we have been privileged to be able to work with an enormously diverse array of students and graduate coaches, many of whom now grace our programmes as highly skilled faculty. Many international applicants come to us precisely because they seek a learning environment that is rich with diversity. Now, more than ever, this is being recognised across the globe as a truly critical aspect to any studies involving personal development and interacting with other human beings.
- **Individual development programmes.** The programme that you receive from the course leader in Session 1 sets a tone and structure for the year. Being coached about something that matters to you provides a visceral experience of Integral Coaching from the coachee's perspective. In addition, the practices you receive and undertake help you become the kind of person who can create such relationships with others; so, this is not only personally powerful, it is also very practical in enhancing your ability to coach.
- **"Coaches Bookshelf" and written assignments.** You receive a "Coaches Bookshelf" of ten books that span widely across different disciplines and knowledge bases. One month you may read a book about the physiology of breathing; the next, a work of twentieth-century philosophy; and the next, a guide to being present and mindful amid life's turbulence. The intent is to spark your curiosity by delving into subjects that are essential to coaching and outside your "normal" range of learning. In addition, you complete written assignments such as the application of the core models to a coaching case, essays about how everyday life informs your coaching, reflections on your readings, and the development of a vision of your future. These assignments further help you embody the "two tracks" of Integral Coaching.

Who will support you?

Learning to coach is not something we can do alone. Throughout the year, you receive support from the staff at the Centre for Coaching, the PCC faculty and your classmates in several ways:

1. You have two private coaching sessions with the course leaders and two coaching sessions with course leaders in front of some members of the class.
2. Throughout the year you work with a Mentor Coach who supports you in your personal and professional development through periodic virtual coaching sessions.
3. You receive written feedback from your Mentor Coach who listens to recordings of different coaching sessions that you conduct with your clients, and gives you insight as to how closely your own live coaching methodology is aligned with the integral coaching principles that you have been taught.



4. You participate with your learning pod. This pod meets together virtually on a regular basis in between sessions. The focus of pod meetings evolves during the year from students' personal development to the models and practices of Integral Coaching to students' experiences coaching clients. Each pod is assigned a Pod Guide, who is a PCC-certified coach who is there to support you and the pod.
5. Individual participants often pair up with each other informally around particular issues of mutual interest. We encourage you to 'buddy-up' with a self-chosen partner.

Planning your time

The PCC involves a substantial investment of time and attention. In addition to the four, four-day sessions, participants report that they spend an average of five to ten hours per week on activities (reading, writing, coaching, phone calls, personal practices) related to the programme. It is for this reason that we encourage you to look closely at your schedule for the next year and ask two questions.

1. Can I make a commitment to this programme?
2. How do I need to structure my time – and do I need to give up any of my current activities – to make this possible?

Participants who take the time to skillfully explore these questions find a way to integrate the course into their lives (and to integrate their lives into the course). When they experience breakdowns – when life intrudes on their best-laid plans – they ask their classmates and the faculty for support in resolving these breakdowns.

How the programme has changed in recent years

Based on feedback from participants and our own learning, we consistently adapt and have changed the PCC in the following ways:

- **Enhanced small group learning:** Working in small group pods has taken the place of the previous support system, which was study group calls involving the entire class.
- **Emphasis on the body:** We have introduced a deep focus in Module Two on the body. This module includes developing the body of a coach, recognizing how clients hold emotions and patterns in their bodies, and designing customized body practices for clients.
- **More extensive feedback:** We have significantly expanded the amount of feedback participants receive on their coaching by providing faculty comments about voice/video-recordings of participants coaching their clients.
- **Update to the flow of coaching itself:** We are constantly searching for ways in which to enhance and improve the integral coaching approach and methodology. In 2009, a shift away from assessment and towards invitation in the flow of coaching, has allowed for new openings and possibilities in the style of coaching adopted by each coach as they develop their own, unique coaching 'voice'. In 2011 we shifted towards including a narrative approach in our coaching programme design and continue to deepen and evolve the flow each year.
- **Update to the Covid-19 situation: Live-Virtual Learning Solution.** This global pandemic continues to impact all of our lives. We have realised that it is not feasible to do this work physically face-to-face in the intimate and confidential way that coaching and coach training demands, whilst still maintaining social distancing and proper hygiene such as masks etc. Our programmes have therefore all been converted to an online, virtual face-to-face learning



format. On our pilot programmes, we have discovered that with careful preparation we are able to provide a truly remarkable and profound learning experience through the skillful use of the Zoom platform that allows for multiple breakout rooms, privacy, personalized teaching and conversation. We have seen how deeply people share and connect online when the conditions are right. Our virtual design also results in us bringing on board additional professional coach faculty members to enable all these breakout rooms to be so impactful.

Feedback from the 2019/2020 cohort:

What worked for you? “Breakout rooms for the most part and the guided somatic practices we all tried.” *Milena Gevers - PCC South Africa*

Tuition fees

These fees include all four modules, books, materials, pod meetings, coaching sessions, certification and any shipments required.

Please note that this fee structure is in line with the University of Cape Town policy that students from South Africa pay lower rates than international students.

The Centre for Coaching has a passion and a vision to promote coaching in Africa as a whole, and so we have extended this rate to all people living and working in Africa.

All individuals from other continents will be charged our International rates through the Centre for Coaching, Switzerland.

2021 rate ONLY for applicants living and earning in Africa:

Rate	R120 000 excluding VAT
*Non-refundable, non-transferable deposit	R11 500 excluding VAT

**The deposit is required no later than six weeks before the start of the course. If your application is not accepted, your deposit will be returned. If it is accepted and you cancel your booking, we will retain your deposit.*

Course fees are payable before the start of the course. Payment plans are also available - please email apply@centreforcoaching.co.za for further details.

2021 International rate for all other applicants:

Rate	CHF 11 500 <i>(note: no VAT on further education in Switzerland)</i>
*Non-refundable, non-transferable deposit	CHF 1 000 <i>(note: no VAT on further education in Switzerland)</i>

**The deposit is required no later than six weeks before the start of the course. If your application is not accepted, your deposit will be returned. If it is accepted and you cancel your booking, we will retain your deposit.*

Course fees are payable before the start of the course. Payment plans are also available - please email info@centreforcoaching.ch for further details.



Course Dates

You are required to be present for ***all*** days of ***all*** sessions to certify. Please make sure you are available for the full days and evenings for each of these modules, as there are assignments to do within each module. The work is intensive and requires your full attention. We will use the Zoom platform, so you will need a reliable and high-speed internet connection.

Module 1:	Tuesday 23 - Friday 26 Feb 2021
Module 2:	Tuesday 25 - Friday 28 May 2021
Module 3:	Tuesday 7 - Friday 10 September 2021
Module 4:	Tuesday 1 - Friday 4 February 2022



The Application Process

Prerequisites

Successful completion of the *Associate Coaching Course (ACC)* or the *Coaching for Development (CfD)* course. This gives you an opportunity to get to know us and us an opportunity to know you. It also provides an important grounding in the foundations of Integral Coaching.

If you decide to apply for the PCC, we will review your ACC/CfD assignments and final mentor report to endorse your application.

Checklist for your application

We are only able to guarantee and hold your place on the course once all 4 documents below have been received. The places on this programme are allocated on a first-come, first-served basis. Once all places have been taken, we operate on a wait-list system.

- I have attended the Associate Coaching Course or the Coaching for Development Course

Send us your application documentation:

1. Complete the application form - *our office will email you the form on your request*
2. Digital photograph: We ask for a clear digital photo (head and shoulders) in jpeg format. We use it to connect your face to your name, particularly when speaking with you by telephone.
3. Pre-course Questions essay
4. Proof of payment for the non-refundable, non-transferable deposit to either our SA or Swiss account

If your application is not accepted, your deposit will be returned. If it is accepted and you cancel your booking, we will retain your deposit.

For all applicants living and earning in Africa:

To apply, email apply@centreforcoaching.co.za to receive a link to your online application form before **15 November 2020**

For more information visit www.centreforcoaching.co.za
or contact Anthea on +27 21 406 1527 or
anthea.adams@centreforcoaching.co.za

For all other applicants:

To apply, email info@centreforcoaching.ch to receive a link to your online application form before **15 November 2020**

For more information visit www.centreforcoaching.ch
or contact Michele Stoudmann on +41 79 242 7790 or
michele@centreforcoaching.ch



Centre for Coaching

The Centre for Coaching, established in South Africa in 2002, is situated at the UCT (University of Cape Town) Graduate School of Business (GSB) - Africa's leading business school. Our courses form part of the GSB Executive Education suite of offerings and are informed by both academic rigour and coaching practice. The South African office of the Centre for Coaching is located at the GSB campus and integrates seamlessly into the tertiary institution's activities. In nineteen years, it has become a primary coach training institution and a respected home of coaching theory.

Through the Centre for Coaching (Switzerland), we have been offering both our credentialed coach training courses and leadership interventions in Europe since 2014.

Our purpose is to develop top-quality one-on-one executive coaches as well as leaders who want to build coaching skills.

For the emerging industry of coaching to mature and gain the respect of business and individuals both in South Africa and globally, there needs to be structure. The Centre for Coaching aims to support the development of this structure by being the de facto standard and benchmark for coaching excellence. We do this in three different ways:

- Our public coach training programmes are accredited through the International Coach Federation (ICF), as well as counting as continuing education units (CEUs) for the Health Professionals Council of South Africa (HPCSA)
- The theoretical underpinnings of our work and our teaching methodologies are aligned with the academic rigour required at the UCT Graduate School of Business (GSB).
- We partner with New Ventures West (NVW), one of the top coaching schools in the USA that has over 30 years of experience in teaching this style of coaching (integral coaching). This programme is part of a global network of NVW-accredited coach training schools that teach integral coaching with CfD and PCC programmes in Argentina, Canada, France, Singapore, Switzerland, the UK and of course the USA.

A key focus over the years has been on the development of the *Integral Coaching Philosophy* and its application to leadership. Today, we can say with confidence that our integral leadership interventions, together with coaching, have become a recognised and successful business process for international corporations and organisations.

The Centre for Coaching goes about this in a number of different ways: -

- We offer top-caliber one-on-one executive coaches to those individuals and organisations seeking coaching
- We consult to organisations wishing to invest in leadership development
- We consult to organisations wishing to experience a transformational culture shift
- We conduct research into the work we do both in corporate rollouts and in our teaching.

More about the Centre for Coaching, its offerings, philosophy and approach can be found on our websites: www.centreforcoaching.co.za or www.centreforcoaching.ch



Course Directors

Janine Ahlers is a Master Certified Coach and Director of the Centre for Coaching, a centre for



excellence situated at the UCT Graduate School of Business (GSB). Janine is Director of three organisations: Centre for Coaching South Africa, CfC Consulting (Africa, Middle East and Europe) and Centre for Coaching (Switzerland). She also holds the position of Senior Lecturer at the GSB, lecturing in Coaching and Leadership Development to MBA and Executive Education students. She has delivered and published research papers at academic peer-reviewed conferences and has published book chapters and articles on the topic of coaching in leadership development.

Prior to starting on her coaching journey, Janine spent more than 10 years working in the corporate, manufacturing and business environment where she was required to network and operate at senior executive levels. She held positions as Director, Exco member, Head of HR, as well as handling marketing, production and start-up operations. Janine held a number of musical positions in the National Orchestra before she started her corporate career. She continues to play the violin in orchestras and quartets whenever

possible; these days mainly joining her younger son with his school orchestra and her eldest in his musical theatre studies.

Janine has been coaching since 2002, primarily to senior executives who are often working on strategic, leadership and relationship challenges. Her clients span a wide range, from South Africans to clients from Australia, Central Asia, Europe, the UK, Japan, Turkey, Dubai, East and West Africa and the full Southern African region. Her work in multinationals has allowed her to develop a keen appreciation for the challenges facing leaders who operate in multi-cultural global organisations.

Janine lectures and facilitates on all courses run by the Centre for Coaching as well as running in-house coaching workshops, Coaching Circles and leadership development interventions for blue-chip clients all over the world. She consults to organisations and teams locally and internationally on the design and implementation of coaching cultures, interventions and processes, as well as leading the implementation of such interventions.

She is a Professional Coach certified through the ICF (International Coach Federation, USA) and has certified as a Master Coach (MCC) through the same organisation, having over 4,000 coaching hours logged. She is a founding member of the Coaches & Mentors Society of SA (COMENSA). She has studied Group Facilitation, depth consulting, and has Enneagram certification. Janine is accredited by New Ventures West as one of a handful of coaches who are qualified to deliver their Professional Coach training programmes worldwide.

Janine also has a Bachelor of Arts from the University of the Witwatersrand (Johannesburg), a Postgraduate Diploma in Management (Human Resources) from the University of the Witwatersrand Business School, a Licentiate from the Royal Schools of Music (Violin Teaching) and a Master's in Business Administration from the UCT Graduate School of Business



Craig O’Flaherty is a highly experienced Integral Coach who has worked with senior executives in leading organisations across the globe and has trained prospective business and life coaches. He is Director of a centre of excellence – The Centre for Coaching – at the Graduate School of Business, University of Cape Town, Director of CfC Consulting, an Executive and Leadership Development consulting practice that operates in Africa, the Middle East and Europe and Director of Centre for Coaching (Switzerland).



Craig has been a coach and teacher of coaching since 2000. In the 12 years prior to his coaching work, Craig worked as a Partner with two of the world’s leading consulting companies, Accenture and Gemini Consulting, in the dynamic world of Strategy Consulting. In that time, he worked and lived locally and globally – operating at CEO, board and senior executive level, designing and implementing strategy and organisational transformation programmes across a wide range of industries.

Craig has had experience in dealing with executives on the critical competitive issues facing their organisations, working to fashion and help implement strategic change agendas that have helped to reposition organisations within their markets and industries.

His work in coaching has seen him travel internationally to New Ventures West in San Francisco, California, where he completed the year-long Professional Coaching Course, certified by the International Coach Federation (USA), as well a second year-long Business Leaders Training course which has accredited him to run all of New Ventures West’s courses worldwide. Craig’s clients span a wide range from South Africans to clients from Australia, Europe, the UK, East and West Africa and the full Southern African region.

He spends his time as a one-on-one coach to executives from leading organisations across the globe, with leadership teams as a group coach, as well as consulting on the design and implementation of coaching cultures, interventions and processes into their businesses.

His clients include Standard Bank, Shell, Anglo American, Sanlam and British American Tobacco. He delights in working across cultural, gender and other category backgrounds in assisting people towards captaincy of their fate and the exploration of roads less travelled.

Craig has a Bachelor of Arts from the University of the Witwatersrand, a Master’s in Business Administration from the University of the Witwatersrand Business School and a Master’s in Creative Writing (Poetry) from Rhodes University.



Course Credentials and Accreditation



The Centre for Coaching is based at the UCT Graduate School of Business (GSB) - one of Africa's leading business schools. Its courses form part of the GSB Executive Education suite of offerings and are informed by both academic rigour and coaching practice.

www.gsb.uct.ac.za



New Ventures West (NVW), one of the leading coaching schools in the USA, founded in 1987, is a San Francisco based organisation dedicated to having people be both effective and fulfilled in their work as integral coaches.

www.newventureswest.com



The International Coach Federation is the leading global organization dedicated to advancing the coaching profession by setting high standards, providing independent certification and building a worldwide network of trained coaching professionals.

Under the auspices of New Ventures West, our learning partner, this PCC course is recognised by the International Coach Federation as an Accredited Coach Training Programme (ACTP)

On Completion of both CfD and PCC, you will have 286 Approved Coach Specific Training Hours. This fulfils the ICF coach educational requirement to apply for Master Certified Coach (MCC) Credentials with the ICF.

For more information on how to become or find an ICF-credentialed coach, please visit coachfederation.org



The Health Professions Council of South Africa (HPCSA) is a statutory body, established in terms of the Health Professions Act No. 56. It has accredited the PCC course for 25 general continuing education units (CEUs) and 5 ethical CEUs in level 3.

www.hpcsa.co.za



Launched in April 2006, Coaches and Mentors of South Africa (COMENSA) is an inclusive, umbrella professional association for individual and corporate providers, buyers and trainers of coaching and mentoring services.

The Centre for Coaching is a registered Training Institution and Coaching/Mentoring Company member of COMENSA. The Centre for Coaching course leaders, Craig O'Flaherty and Janine Ahlers, are also both members.