



Leader-as-Coach Open Cohort 2027

*Strengthen your leadership conversations
so others think, grow, and take ownership*

The Leader-as-Coach Program is an experiential, ICF CCE-accredited program for leaders who want to build coaching capability in practice. You will learn how to move beyond giving answers and develop the skills, confidence, and presence to help others think more deeply, take ownership, and rise to their own potential.

Why join as a leader?

Because the quality of your conversations shapes how people grow, decide, and perform.

WHAT YOU WILL BUILD THROUGH THE PROGRAM



More effective leadership conversations

Know when to teach, when to mentor, and when to coach - so your support creates ownership, not dependency.



Greater confidence developing others

Help people think more clearly, take responsibility for their growth, and move forward with confidence.



A practical coaching leadership style

Build a style you can use in everyday one-to-ones, feedback moments, development conversations, and strategic discussions.



Tools you can apply immediately

Use robust coaching tools and models that are practical, memorable, and relevant to real leadership situations.



Learn by doing

Coach two selected individuals over time and build confidence through real, confidential conversations.

ICF CCE-accredited

Earn up to 35 ICF CCEs while strengthening your coaching capability in practice.



A practical, experiential learning journey

Through JJC's Learn → Apply → Reflect framework, repeated throughout the program, you learn practical coaching tools, apply them in real conversations, and deepen your learning through practice, feedback, reflection, and coaching supervision.



Learn



Apply



Reflect

Robust toolkit of immediately-applicable coaching tools and models

Coach two selected individuals/talents over time - real and confidential conversations

Deepen learning through supervision, feedback, and reflection

What you will gain

- ✓ A practical coaching leadership style for everyday conversations
- ✓ Clarity on when to teach, mentor, or coach
- ✓ Tools to help others think clearly and take ownership
- ✓ Small-group and one-on-one coaching supervision
- ✓ Feedback and reflection that deepen your impact
- ✓ Up to 35 ICF CCEs

A flexible 9-month program

Senior leaders are developing and applying solid coaching skills. We notice behavioral shifts in daily interactions, team collaboration, performance, and how employees take ownership on business commitments and drive results.

Head of HR | Consumer Goods Industry



Practice that creates real impact

Each participant's organization contributes two coachees who will be coached by another participant during the journey. A careful coach-coachee matching process takes place up front.

What leaders say



I was already supporting my team members' development, but this program really helped me sharpen my coaching skills in particular. I coach much more now, and make a conscious and thoughtful decision whether to teach, mentor, or coach in any given developmental encounter. As a result, my team members are more self-motivated and self-starting, and I can better balance my time between team development, critical issues and strategy.

Senior Leader | Global Consumer Goods Industry



Program journey



Late August 2026

Expressions of interest open



Mid-October 2026

Early bird confirmation deadline



December 2026

Meet and greet, preparation, and selection of coachees and CCS respondents



January 2027

CCS process begins and coachee webinar



February 2027

Core Coaching Tools webinars or face-to-face sessions



February 2027 onward

Nine-month application, feedback, and coaching supervision journey

Is this for you?



Leaders and managers responsible for developing others



High-potential leaders preparing for broader responsibility



Leaders who want stronger coaching conversations



Professionals who support talent, growth, and performance



Leaders who want confidence in developmental conversations

What changes after this program?

You coach with more confidence

You bring more structure, presence, and curiosity into real conversations.

Others do more of the thinking

You create space for ownership instead of becoming the default problem-solver.

Learning becomes sustainable

You keep applying, receiving feedback, and refining over nine months.



Expressions of interest are now open.

Early bird places are available for confirmations received by mid-October 2026.



Let's have a conversation

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