

VARIATIONS INTERNATIONAL SAS

78 rue de la Fédération
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CICOL Fundamentals

Fundamentals of Coaching — delivered entirely in English

This Activision Coaching Institute training path, delivered fully online and entirely in English, prepares participants for the profession of professional coach according to the ICF (Level 1) and French RNCP (Bloc 1) frameworks.

The ICF Level 1 certificate is obtained upon completion of this "Fundamentals of Coaching" part, subject to passing all the assessments required by ICF. It allows graduates to apply for the ICF ACC credential (after 100 hours of practice).

The French state-recognised title "Coach professionnel" is awarded upon completion of the full curriculum, subject to passing the assessments of the three RNCP blocks of competencies.

The profession of professional coach:

Professional coaching enables the client to bring out solutions or options for change when facing one or more professional issues.

The coach supports the client in exploring and experimenting with new behaviours, practices or options applicable to concrete situations, relies on the client's potential and resources, and remains focused on the client's requests and objectives.

The activities of the professional coach are: internal or external coaching; individual coaching; team coaching; organisational coaching; transformation coaching; any other specialty of professional coaching.

Framework of intervention:

The coach supports a client — individual or team — by establishing an ethical and professional framework conducive to a relationship of trust, which safely fosters the client's reflection and action in line with previously defined objectives.

The coach may practise as an employee or as an independent professional: employee of a coaching, change-management or consulting firm; employee of an organisation as an internal coach, HR-coach, manager-coach or change-support coach; independent professional coach, practitioner-coach, coach-trainer or coach-consultant according to the France Compétences occupational nomenclature registered with the RNCP — with their own structure, in a professional grouping with peers, or through umbrella employment (portage salarial).

Targeted competencies:

- Master the foundations and the framework of intervention of coaching
- Understand how a coaching and/or support assignment unfolds
- Master the conduct of an individual coaching process
- Master the practice of conducting a coaching session

Duration:

CICOL Fundamentals (Level 1 / Bloc 1): 67 hours of training — 34 synchronous hours with signed attendance.

This path, delivered in virtual classrooms, is structured as follows:

- 10 sessions of 3 hours in virtual classrooms (30 h), including intensive coaching-practice training with ICF group mentoring integrated into the sessions and included in the synchronous hours;
- RNCP Bloc 1 exam (RNCP 42473 BC01): 4 h;
- 18 h of inter-session peer-group work;
- 15 h of e-learning.

At the end of this path, dedicated assessments allow validation of ICF Level 1 and RNCP Bloc 1 (RNCP 42473 BC01).

Personal work is required: an estimated 12 hours (outside training hours), plus, for participants seeking ICF credentialing, 3 hours of individual mentoring with an ICF-certified PCC or MCC mentor-coach duly qualified to deliver mentor coaching under ICF criteria.

This training is delivered entirely online: synchronous virtual classrooms and e-learning.

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RNCP certification: this training prepares for Bloc 1 — RNCP 42473 BC01 "Structurer des accompagnements avec le coaching professionnel" (Structuring coaching engagements) of the professional certification "Coach professionnel", registered with the RNCP under number 42473, level 6, until 26/06/2029. The title of Coach professionnel is awarded once all three blocks of competencies are validated. Framework, assessment methods and certifying bodies:

<https://www.francecompetences.fr/recherche/rncp/42473/>

The RNCP Bloc 1 exam (4 h) is included in the path. For participants not seeking the French RNCP title (notably outside France), it may be withdrawn at registration or during the path by amendment; the training duration is then 63 h and the ICF Level 1 certificate is issued under the same requirements.

Durée : 67.00 heures

Profils des apprenants

- This training is aimed at professions with an interpersonal dimension: management, coordination, training, sales, human resources, consulting, and more broadly business roles in the service and industrial sectors, as well as public services, local authorities, non-profit and non-governmental organisations.

Prérequis

- Hold a Bac+2 level diploma (EQF level 5) or have more than 5 years of professional experience
- Listening and communication skills, organisational and group-facilitation skills, interpersonal skills, and motivation to commit to a demanding path
- Level of English sufficient to follow a professional training delivered entirely in English
- These prerequisites are assessed through a questionnaire followed, where relevant, by an interview before registration

Accessibilité

Access to this training may be initiated by a company, an individual, an employee or a self-employed person.

Registration is possible up to 11 working days before the start date, within the limit of 16 participants per cohort (see General Terms and Conditions, art. 7.1). This number may be revised depending on specific arrangements or programmes.

Registration is confirmed after receipt of the preliminary questionnaire and, where relevant, an individual interview with the pedagogical manager.

Accessibility for people with disabilities:

Variations International is committed to making its training accessible to all. If you have a disability or a specific need, please let us know at registration so that we can study possible adaptations (schedule adjustments, adapted materials, adapted assessment methods, etc.).

Disability officer: Paul Delahaie, pdelahaie@variations.fr

Délais d'accès

11 jours

Objectifs pédagogiques

- Present to future clients the profession of professional coach, its code of ethics and the terms of a coaching engagement
- Identify the client's expectations and needs for a coaching engagement
- Design a coaching process, individual or collective
- Set up the framework of intervention and present an intervention proposal and a coaching contract

Contenu de la formation

- Session 1

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Numéro de déclaration d'activité : 11755012975 (auprès du préfet de région de : Paris)

Cet enregistrement ne vaut pas l'agrément de l'État.

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- Introduction to coaching
- Overview of the ICF core competencies and code of ethics
- Being a coach: a mindset and a posture
- Practising the coach's attitude and mindset
- Session 2
 - Coaching process and contract
 - Managing three-party sessions with clients
 - Practising the introductory session with the client and formulating a proposal
 - Practising drawing up a coaching contract with the client
- Session 3
 - Coaching practice training and group mentoring
- Session 4
 - Focus on presence and managing emotions; tools and posture for handling difficult conversations
 - Practice sessions with group mentoring
- Session 5
 - Focus on communication skills
 - Levels of listening and questioning
 - Practice sessions with group mentoring
- Session 6
 - Coaching practice training and group mentoring
- Session 7
 - Focus on creating awareness
 - Questioning techniques
 - Challenging one's biases and assumptions
 - Understanding underlying beliefs and hypotheses
- Session 8
 - Focus on ethics
 - Coaching code of ethics
 - Dilemmas and conflicts of interest
 - Case studies and exercises
 - Practice sessions with group mentoring
- Session 9
 - Coaching practice training and group mentoring
 - ICF Level 1 written knowledge test*
 - * This test may be moved to another session at the discretion of the pedagogical direction, if needed.
- RNCP Bloc 1 exam (RNCP 42473 BC01)
 - Online exam (4 h), held two weeks after session 9, before an independent jury, in accordance with the official RNCP certification framework
 - Professional case study on structuring an individual or collective coaching engagement
- Session 10
 - Facilitating growth and integrating all core coaching competencies and tools
 - Developing a sustainable coaching practice
 - Developing the coaching mindset: identity and autonomy
 - Practice sessions with group mentoring
- ICF Level 1 certification and inter-session work
 - Inter-session work via 360 Learning: peer groups (18 h) and e-learning (15 h)
 - Individual ICF mentoring (3 h): carried out as personal work, outside declared training hours, reserved for participants seeking ICF credentialing, combined with a coaching process with a client; paper attendance sheet signed
 - Recordings submitted to mentors, feedback
 - The ICF Level 1 certificate is issued once all requirements are met (see monitoring arrangements)

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Organisation de la formation

Équipe pédagogique

Pedagogical direction: overall pedagogical direction by Catherine Tanneau (MCC); pedagogical responsibility for France by Denise Sin Blima

Ressources pédagogiques et techniques

- A programme oriented towards acquiring the coaching posture and the 8 competencies of the professional coach according to the ICF framework and the occupational framework registered with the RNCP (France Compétences)
- All materials, videos, exercises and inter-session interactions with the cohort, trainers and mentor-coaches are available on the Activision 360 Learning platform
- Intensive training with group mentoring based on observed practice: participants act in turn as coach, client and observer, and receive feedback from Activision mentor-coaches
- ICF group mentoring integrated into synchronous sessions; for participants seeking ICF credentialing, 3 hours of individual mentoring with an ICF-certified PCC or MCC mentor-coach, carried out outside training hours as personal work
- Peer coaching sessions with feedback from the observer and the mentor-coach, and conduct of a coaching process with a real client
- A pragmatic approach enriched by trainer-coaches who are all experienced, ICF-certified practitioners

Dispositif de suivi de l'exécution de l'évaluation des résultats de la formation

- At registration: a complementary questionnaire to validate your application
- Before the training: an assessment to explore your expectations and diagnose your needs
- During the training: attendance tracking of synchronous hours through a signed attendance record per training session (3 h) and for the exam, plus a "Peer group" attendance sheet for peer-group meetings. For participants seeking ICF credentialing, the 3 h of individual mentoring, carried out as personal work, are recorded on a signed paper attendance sheet
- At the end of the training, the ICF Level 1 certificate is validated after having: attended all Level 1 sessions | completed the required inter-session personal work, including 1 peer-group session between each session | completed the required personal and group work | completed 3 hours of individual mentoring (participants seeking ICF credentialing) | submitted 3 recordings of 15 to 20 minutes maximum with transcript and self-assessment of the 8 competencies, the first meeting Level 1 criteria | passed a written knowledge test
- RNCP Bloc 1 certification exam (RNCP 42473 BC01): professional case study on structuring an individual or collective coaching engagement, organised in accordance with the official certification framework and assessed by an independent certification jury
- At the end of the training: a satisfaction survey measuring your satisfaction and your perception of the development of your competencies against the training objectives
- A follow-up evaluation about 4 months after the training, to validate the transfer of learning to the work situation
- Documents issued at the end of the path: a completion certificate attesting attendance, an ICF Level 1 attestation and diploma upon success in the ICF assessments, an attestation of success in the RNCP Bloc 1 exam and the corresponding block-of-competencies certificate

Qualité et indicateurs de résultats

New programme: first cohort in progress. Satisfaction and certification pass rates will be available at the end of the first completed cohort (2026 figures).