



# COMSEP

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Better Health for All Patients  
Through Pediatric Education

Coaching as a leadership competency & coach training resources

COMSEP COACH CAPSTONE

April 15, 2026



# Learning Objectives

- Discuss coaching as a leadership competency
- Describe the benefits of coaching for your own professional development



# Leadership and Coaching





# Application ideas

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When have you or a leader you work with using coaching as a leadership approach?

What behaviors are they demonstrating?





## Coaching as a Leadership Competency

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- Listening
- Presence and connection
- Asking questions



- Empowering
- Focusing
- Extending impact



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## Coaching for development supports:

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- Individual goals
- Alignment to organizational objectives
- Skill development for team leadership
- Opportunities for advancement within organizations
- Powerful organizational results from strong team performance!



Useful in  
many ways

Transformational  
Leadership

Delegative  
Leadership

Authoritative  
Leadership

Transactional  
Leadership

Participative  
Leadership

Servant Leadership





# Take home

Ask more questions,  
Be present & curious  
Listen before acting!

**Now for resources  
for more coach  
training!**

# Questions to Consider

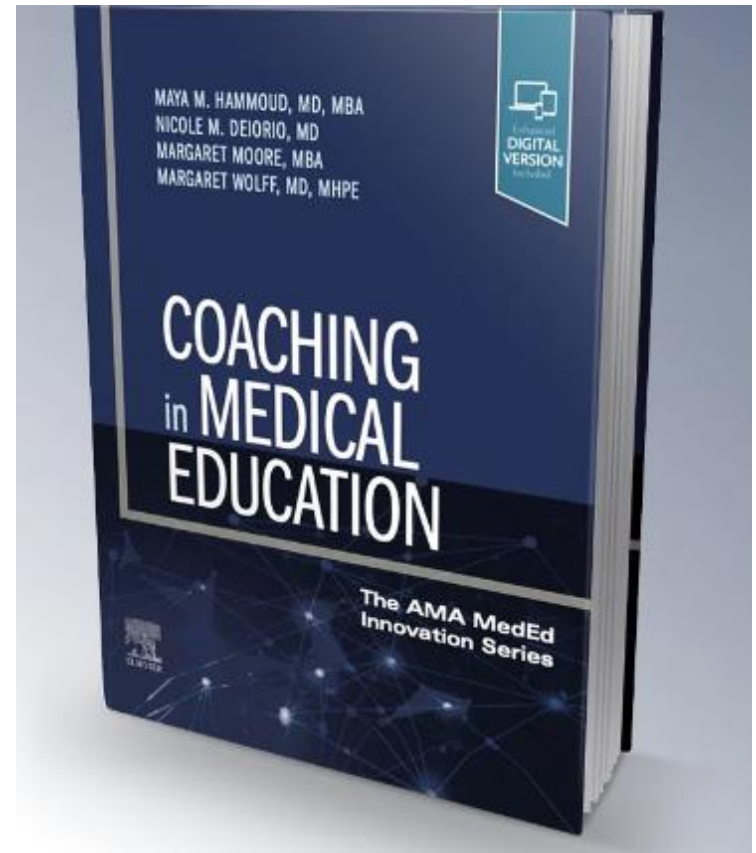
- **How do you plan to use coaching?**
- Does your current (or potential future) role require credentialing?
- How much time and money do you have to spend on training and credentialing?

# Type of Coaching Programs

- Formal programs
- Informal development/leadership programs
- “Stealth coaching”

# Formal Coach Programs


- Engage trainees and/or faculty
- Internal or External coaches
- Focus areas (i.e.-struggling learner, high potentials, leaders, wellness)



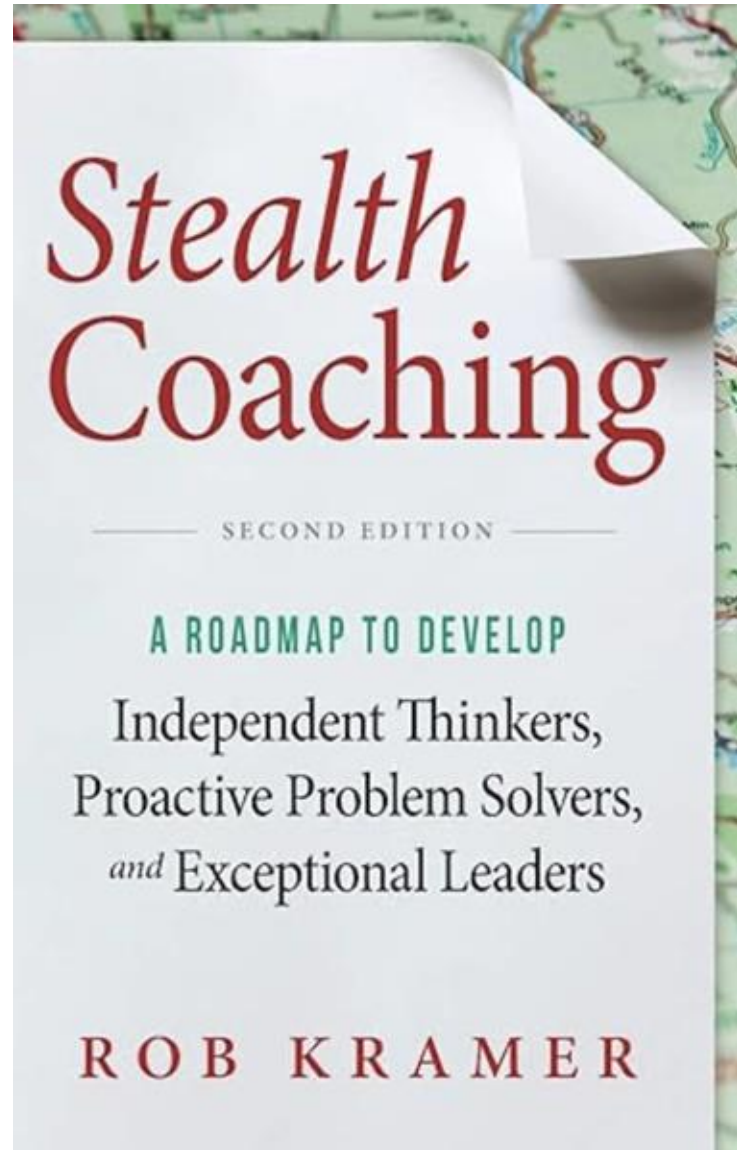
# Informal Coaching Programs

- Coaching for leaders, faculty development, trainee success, etc.
- Workshops, skills sessions, affinity groups





# “Stealth Coaching”






# Questions to Consider

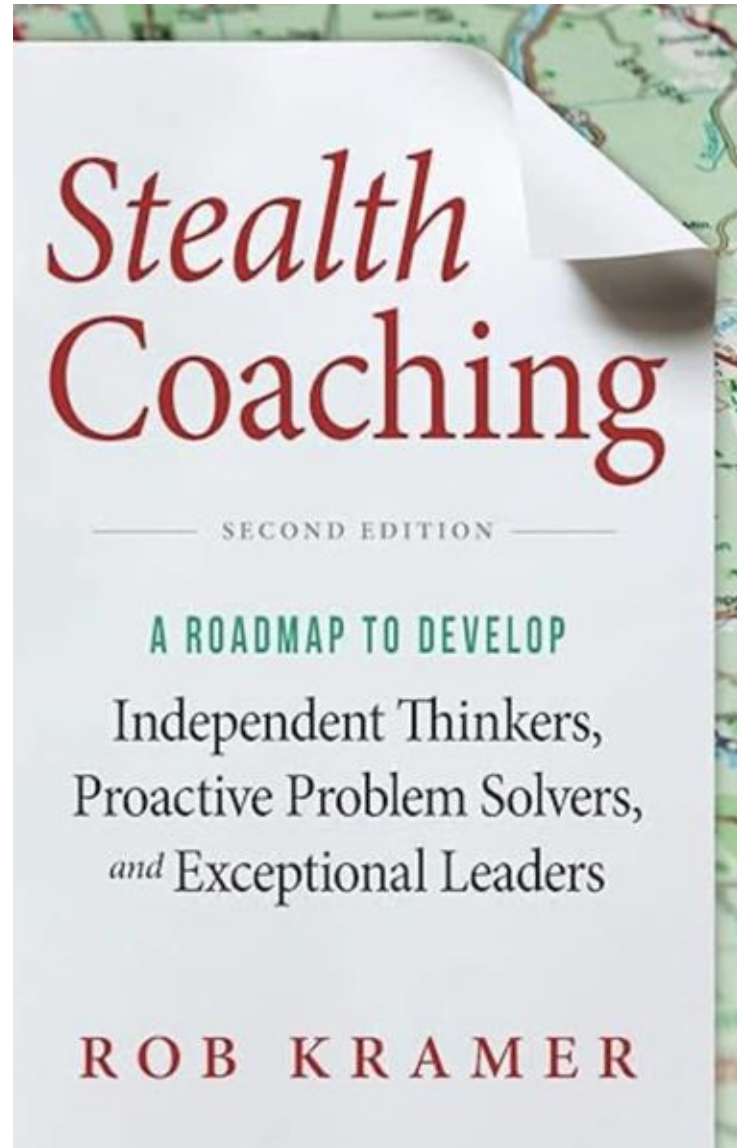
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- How do you plan to use coaching?
- **Does your current (or potential future) role require credentialing or additional training?**
- **How much time and money do you have to spend on training and credentialing?**





# “Stealth Coaching”



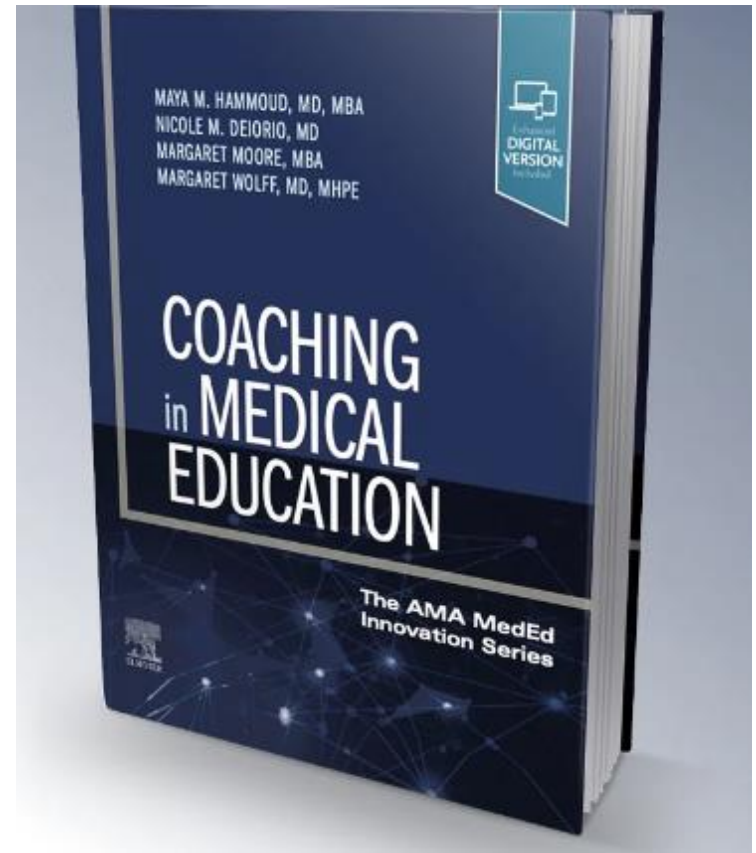
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# Pathways for credentialing

Center for  
Credentialing  
& Education

International Coaching Federation (ICF)

Certificates	BCC	ACC	PCC	MCC
<ul style="list-style-type: none"> <li>• Vary</li> <li>• May earn hours toward credentials if CCE/ICF approved</li> <li>• In-person</li> <li>• Virtual</li> <li>• Hybrid</li> </ul>	<ul style="list-style-type: none"> <li>• <b>30+</b> hours CCE approved Training</li> <li>• <b>30+</b> hours Experience</li> <li>• Endorsement</li> <li>• BCC Exam</li> <li>• \$279</li> </ul>	<ul style="list-style-type: none"> <li>• <b>60+</b>hours ICF approved Training</li> <li>• <b>100+</b>hours Experience</li> <li>• 10 hours Mentor Coaching</li> <li>• ICF ACC Exam</li> <li>• \$175</li> </ul>	<ul style="list-style-type: none"> <li>• <b>125+</b>hours ICF approved Training</li> <li>• <b>500+</b>hours Experience</li> <li>• 10 hours Mentor Coaching</li> <li>• ICF Exam</li> <li>• \$375</li> </ul>	<ul style="list-style-type: none"> <li>• <b>200+</b>hours ICF approved Training</li> <li>• <b>2500+</b>hours Experience</li> <li>• 10 hours Mentor Coaching</li> <li>• Performance Evaluation</li> <li>• ICF Exam</li> <li>• \$675</li> </ul>

Credentials require ongoing Continuing Education and recertifications and fees.

\$ Consider: CME Funds, Tuition Reimbursement, Personal Funds



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What else do you need to close?

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