

**Master Coach Certification  
and  
2010 Leadership Development Institute for  
Non-Profit & Congregational Leaders**

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**Certificate Programs of The Hiebert Institute**

Scholarship support provided by

*Doris & Victor Day Foundation*



**Board Members and Friends**

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# MASTER COACH CERTIFICATE

## A Training and Certificate Program of The Hiebert Institute

### A New Program at The Hiebert Institute

For many business and non-profit executives, coaching has become a vital tool in achieving personal and organizational excellence. Just as in any sport or art medium, a skilled companion can help us refine our abilities, competency, and take us further than we could go on our own. After decades of educating and mentoring marriage and family therapists, The Hiebert Institute is pleased to announce a new training and certificate program to credential qualified persons as a Master Coach.

### Coaching at The Hiebert Institute

The Hiebert Institute approaches the practice of coaching through the lenses of Systems Psychodynamics. This perspective is a unique paradigm that integrates individual psychodynamics, group relations theory, cognitive psychotherapy, and open systems theory. The significant outcomes include increased resiliency, increased risk tolerance, and increased hardiness with a focus of “insight to action.”

### Program Design

The Master Coach training program is a 16-month curriculum, including 14 workshops and 16 individual coaching sessions. The program requires that participants either have completed the Leadership Development Institute or be concurrently enrolled in the LDI. No exceptions can be made. (The LDI workshops are included in the 14 total workshops needed to complete the Master Coach certificate.)

### Program Calendar & Costs

In addition to the 2010 LDI, listed later in this brochure:

Master Coach 1: 9 April 2010

Master Coach 2: 3 June 2010

Master Coach 3: 4 June 2010

Master Coach 4: 8 October 2010

Master Coach 5: 18 February 2011

Master Coach 6: 29 April 2011

Tuition for the Master Coach Certificate program is \$3,600. A deposit of \$400 is due before January 31, 2010 and a tuition payment of \$200 is due at the end of every month until paid in full. Unfortunately, scholarships for the LDI program do not meet the criteria of the grantors for the Master Coach Certificate; however, additional arrangements can be made for those who face financial hardships.

### Who May Apply for the Program

The Master Coach certificate is primarily designed for therapists or those trained in a cognate field of study. While a participant in the training program need not be a therapist, only those who have a solid working knowledge of psychodynamics will be admitted.

Please note, in addition to the written application (included), a telephone interview is required prior to admission; please email [michael@central-ucc.org](mailto:michael@central-ucc.org) to arrange a time.

# 2010 Leadership Development Institute

Congregational leaders and the leadership of non-profit social service agencies face similar challenges, but require a substantially different skill set and support than the business world. The Leadership Development Institute at the Hiebert Institute is *specifically* geared to cultivate such dynamic leaders.

Through a combination of **8 workshop days** and **10 individual coaching sessions**, the program develops and coaches leaders in the following areas:

- *Core Values*: increasing self awareness, hardiness, and risk tolerance;
- *Core Competencies*: through 8 days of high value workshops (see below);
- *Core Strategies*: individual coaching sessions to integrate the materials for each leader and their organizational setting.

## **WORKSHOPS 1 & 2**    *Taming the Tigers and A Failure of Nerve*    **25 & 26 February 2010**

Day One: High performing leaders are often consumed by paper and email tigers. Those who manage to tame those beasts are often caught by endless meetings and other distracters. The key to keeping the fierce wild beasts caged is a combination of self-discipline and self-awareness. This workshop will present practical skills and strengthen core practices of high achievers.

Day Two: Effective leaders should not be surprised by saboteurs, but rather should expect to be sabotaged! This workshop will examine levels of conflict, types of challenges, and preferred conflict styles. Careful attention will be given to strategies for broadening style choices and increasing resiliency, hardiness, and risk tolerance.

## **WORKSHOP 3**                                    *One Type Doesn't Suit All*                                    **25 March 2010**

The Myer-Briggs Type Indicator (MBTI) is administered over 3 million times a year in multiple languages. Using four dichotomous preferences to yield 16 “types,” the MBTI can provide accessible information concerning our preferred leadership style and areas for development. The MBTI can also be used to reveal types of organizations and spiritual style. In addition to these topics, this workshop will develop communication “across” styles.

## **WORKSHOP 4**                                    *Different Strokes for Different Folks*                                    **8 April 2010**

Most leaders find it difficult to negotiate the extremes of supervision: micromanaging or over delegating. This workshop will present a model of supervision that empowers the leader to successfully diagnose the need for direct support, increase the flexibility in their styles of supervision, and use coaching in ways that guide staff and volunteers toward patterns that are self-motivating, self-directing, and self-monitoring.

## **WORKSHOP 5**                                    *Beware the Amygdala Hijack*                                    **17 September 2010**

All anxiety demands an answer! And our primitive brain (the amygdala) is happy to provide an answer that hijacks our higher intelligence and critical thinking brain. This workshop will explore the common ways that we compensate for anxiety: triangulation, splitting, emotional cutoff, and other anxiety-fed behavior. The workshop will include a survey of the components of Emotional Intelligence: self-awareness, social-awareness, self-management, and social skills.

## **WORKSHOP 6**                                    *Difficult Personalities & Difficult Conversations*                                    **7 October 2010**

We all work with (or for) people who “push our buttons.” This highly interactive workshop will explore common defense mechanisms and the characteristics of the most common difficult personalities (the narcissist and the borderline). The workshop will also help participants learn to navigate these difficult relationships by communicating with courage, care, and confidence.

## WORKSHOP 7 & 8

11 & 12 November 2010

### *Leading Change, Decreasing Conflict & Moving into the Future*

One of the few constants is change. And every organization that wants to stay relevant must learn to create a path through the challenges of change and keep their organizational conflict in check. (Not all conflict, however, is “bad!”) This workshop will help the leader understand the dynamics of change management and develop strategies to avoid some of the conflicts that erupt when organizations are in transition.

### LDI PROGRAM TUITION


The program tuition for 2010 is \$2,250. However, for clergy and non-profit leaders, generous grants often make significant scholarships possible. Please complete the enclosed application.

Additionally, payment plans are available and all major credit cards are accepted for payment.

### WORKSHOP PRESENTERS

The coordinator of the pastoral and executive excellence programs at the Hiebert Institute is **Shannon Michael Pater, Psy.D.** Dr. Pater's graduate and doctoral studies focused on a development of a systems psychodynamic perspective, with an emphasis in pastoral psychotherapy (specializing in personality disorders), change & conflict management, and supervision & staff development. He did post-doctoral studies at Christ Church, Oxford, and is the Senior Minister of Central UCC in Atlanta, Georgia.

**Derek Ball, Ph.D.**, received both his master's and Ph.D. from Purdue University in Marriage and Family Therapy. As a Licensed Marriage and Family Therapist in Illinois, Dr. Ball works with couples, families and individuals from a systems perspective and has been at Marriage and Family Counseling Service since 1996. In addition to being the Director of the Hiebert Institute, Dr. Ball is also Executive Director of the Illinois Association for Marriage and Family Therapy. Dr. Ball is a Qualified Provider of the MBTI, and has done trainings on the MBTI since 2002.



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# 2010 Leadership Development Institute Scholarship Application

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**TO BE CONSIDERED, COMPLETED APPLICATIONS MUST BE RECEIVED BY  
Monday, 1 February 2010**

**AMOUNT REQUESTED:** \_\_\_\_\_

1. Briefly describe your current organizational setting (staff size, mission statement, goals, etc.)
  
2. What are your personal goals for the program? How do you imagine the program will be helpful to you?
  
3. In what ways do you imagine this program to benefit your organization?
  
4. The program tuition is \$2,250. Outline a brief financial payment plan that includes a scholarship award, an amount contributed from your organization (e.g. professional expense account or continuing education funds), and your personal contribution.

Please affirm the following with your signature: **I agree to complete all components of the program (8 workshop days and 10 sessions of coaching) and to pay my portion of the program tuition in a timely manner.**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

# Master Coach Certificate Application

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**TO BE CONSIDERED, COMPLETED APPLICATIONS MUST BE RECEIVED BY  
Monday, 1 February 2010**

1. Briefly describe your previous professional training (education and work settings).
  
  
  
  
  
  
  
  
  
  
2. Briefly describe your current professional setting.
  
  
  
  
  
  
  
  
  
  
3. A significant portion of the training program is on clarifying and mastering the difference between therapy and coaching. Briefly describe your understanding of coaching.

Please affirm the following with your signature: **I agree to complete all components of the program (8 workshop days and 10 sessions of coaching) and to pay my portion of the program tuition in a timely manner.**

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**Signature**

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**Date**

**Application to the program also requires a brief telephone interview. Please email [michael@central-ucc.org](mailto:michael@central-ucc.org) in order to schedule a time.**