



SINCE 2016

COACH ACADEMY · MENTOR COACH EDUCATION · 2027

Mentor Coach Specialization

Designed for ICF-credentialed coaches · 16 weeks · Live virtual

60

EDUCATION HOURS

ICF MCS Standard Path Education

coachacademy.com

Prices valid for 2027 only. All prices are subject to change.

WELCOME

Mentoring coaches is its own craft.

From January 1, 2027, every ICF credential candidate's mentor coaching hours must come from a mentor who holds the MCS. This program is how you get there.

The Mentor Coach Specialization Program is a 16-week, live virtual program for ICF-credentialed coaches who want to mentor other coaches to credential-level skill: observing coaching with evidence, making fair formative appraisals, giving feedback that grows coaches, and guiding development over time.

The program opens where lasting change begins: with your own purpose as a mentor. Grounded in Intentional Change Theory and Self-Determination Theory, every module starts with participation. You'll practice in a learning trio for all 16 weeks, keep a mentor journal, and close with a capstone portfolio and an observed session.

Earn 60 hours of mentor coach education, the required education to apply for the ICF Mentor Coach Specialization (MCS), built to also meet the standards of ICF's Advanced Accreditation in Mentor Coaching (AAMC).

The first life to change is yours.

60

MENTOR COACH EDUCATION
HOURS

16

WEEKS, LIVE VIRTUAL

12-21

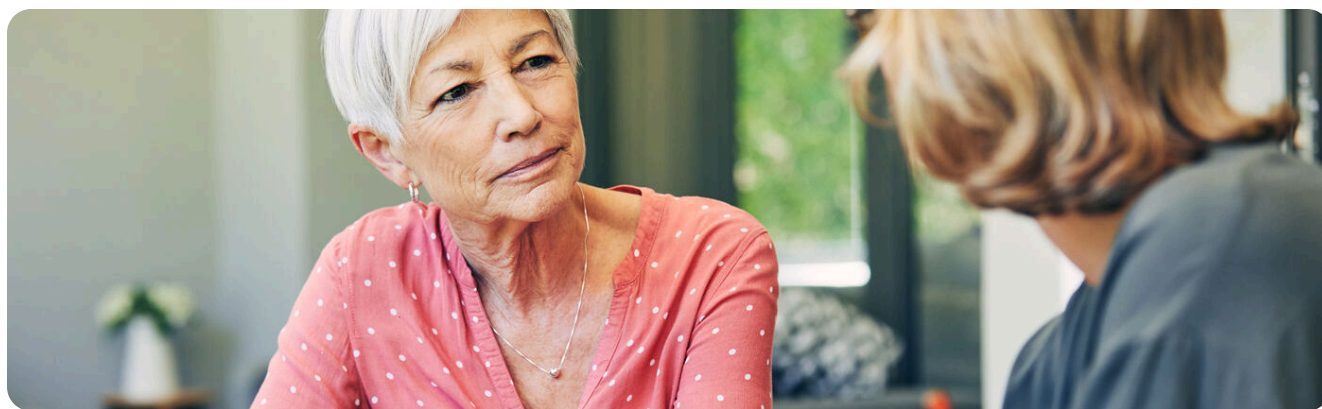
PARTICIPANTS PER COHORT

300+

FIVE-STAR GOOGLE REVIEWS

4000+

GRADUATES



Program at a glance

Program	Mentor Coach Specialization · Designed for ICF-Credentialed Coaches
Format	Live, Virtual, Weekly
Length	16 modules, 1 per week: 11 classes of 2 hours 5 classes of 3 hours, for mentor observations
ICF Education hours	60
Practicum	5 observed mentor coaching sessions · Written faculty feedback on 3 Mentor sessions
Mentoring on mentoring	5 hours in class, with MCS faculty
Cohort	12 to 21 participants
Prerequisites	An eligible, active ICF credential
Start date	February 17, 2027 · 10AM EST
Classroom access ★	Course duration + 3 months
Offered	Twice per year · next cohort October 2027: \$4,800 (\$4,500 returning)
Tuition · Pilot price	\$3,900 plus applicable taxes
Tuition, CA returning students	\$3,600 plus applicable taxes
Payment plans	2 instalment payments available

How you earn full credit

- Attend the live weekly modules
- Complete the weekly pre-work and mentor journal
- Complete the practicum: 5 observed sessions with a practice mentee
- Present your capstone portfolio and observed session

What you achieve

- 60 hours of mentor coach education: the ICF MCS Standard Path requirement
- Built to meet ICF's AAMC standards
- Proven frameworks to observe, appraise and grow coaches
- A Certificate of Completion with attestation, mapped to the ICF Mentor Coaching Competencies

★ Classroom access ends 3 months after the last day of the course, with no extensions beyond that date. Companion requirement: ICF evaluation training (ACC BARS, PCC Markers, MCC BARS) for each level sought is completed separately on the ICF platform.

Coach Academy provides mentor coach education designed to align with the ICF Mentor Coaching Competencies and the Standard Path education requirement for the ICF Mentor Coach Specialization. ICF awards the MCS. Applicants must hold an eligible active credential, complete the ICF BARS and Marker training for each level sought, and satisfy ICF application review.

THE CURRICULUM

What you'll learn

In 16 modules, you'll build the full craft of mentor coaching. You'll learn how to:

- ✓ **Observe** coaching with evidence, and listen like a mentor coach
- ✓ **Make** fair, formative appraisals, and name your own biases
- ✓ **Apply** the ICF Core Competencies and Minimum Skills Requirements
- ✓ **Give** feedback that grows coaches: strengths before gaps
- ✓ **Facilitate** learning agendas and deliberate practice
- ✓ **Lead** one-to-one and group mentor coaching sessions
- ✓ **Contract** mentor coaching engagements, ethically
- ✓ **Close** engagements with a cumulative Competency Review

HOW YOU LEARN

Participation first

Every module follows the experiential learning cycle: an active experience, reflection in trios, the theory and ICF standard behind it, then skill practice and one experiment for the week.

Learning trios

You belong to a trio for all 16 weeks, rotating the roles of mentor, mentee and observer. Your trio is the resonant relationship that sustains change.

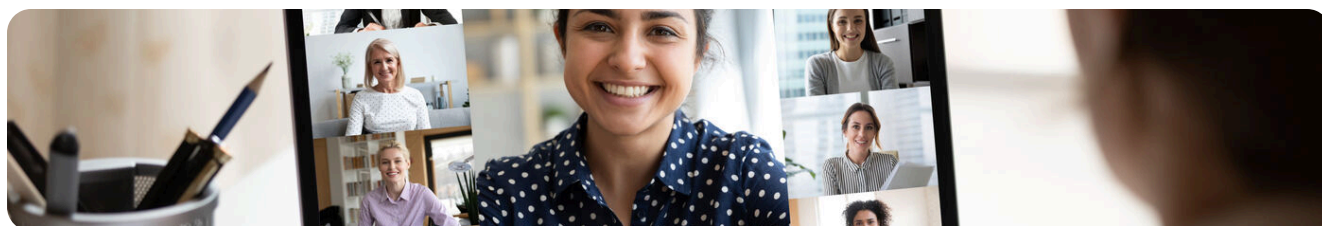
An observed practicum

From week 8, you mentor a real practice mentee: 5 observed sessions, with written faculty feedback on 3 Mentor sessions.

Mentoring on mentoring

5 one-hour sessions with an MCS faculty member, built into the third hour of modules 8, 10, 12, 14 and 16.

You'll leave ready to mentor at the standard, with the evidence to show for it. Your mentees will feel it first.



COURSE MODULES

Modules 1 to 8

PART I · WHY: THE MENTOR YOU ARE BECOMING

MODULE 1

Why mentor? Purpose and the Ideal Self

The mentor who shaped you · Intentional Change Theory and your Mentor Vision

MODULE 2

Motivation and mission: the Real Self and the learning agenda

Strengths-first self-assessment · Your mission statement and learning agenda

MODULE 3

How people change: Intentional Change as the mentor's map

The five discoveries · Why vision comes before gaps

PART II · WHAT: THE MENTOR COACH ROLE AND ITS STANDARDS

MODULE 4

The mentor coach role: definition, distinctions and ethics

Mentor coaching vs coaching, supervision and training · The ethics of the role

MODULE 5

Agreements: contracting the mentor coaching engagement

Contracting the engagement · Roles, records and expectations

MODULE 6

The ICF standards: Core Competencies and Minimum Skills Requirements

A working command of the Core Competencies · Minimum Skills Requirements at each level

PART III · HOW WE SEE: OBSERVATION AND FORMATIVE APPRAISAL

MODULE 7

Observing with evidence: listening like a mentor coach

Evidence-based observation · Listening for competencies in real recordings

MODULE 8

Bias and fairness in appraisal ★

Naming and reducing appraisal bias · Mentoring on mentoring 1

Course outline is subject to change.

COURSE MODULES

Modules 9 to 16

MODULE
9

The formative appraisal tools

The Session Observation Form · The Competency Review Form, in practice

MODULE
10

Calibration lab: PCC and MCC lenses ★

Scoring calibration across credential levels · Mentoring on mentoring 2

PART IV · HOW WE HELP: FEEDBACK AND DEVELOPMENT

MODULE
11

Feedback that grows coaches

Evidence-based, autonomy-supportive feedback · Strengths before gaps

MODULE
12

Facilitating skill development: learning agendas and deliberate practice ★

Learning agendas and deliberate practice · Mentoring on mentoring 3

MODULE
13

The one-to-one mentor coaching session

The structure and flow of a full mentor session · Live practice

MODULE
14

Group mentor coaching ★

Designing and leading group mentor coaching · Mentoring on mentoring 4

PART V · NOW WHAT: INTEGRATION AND PRACTICE

MODULE
15

Closing the engagement: the cumulative Competency Review

The cumulative Competency Review · Closing an engagement well

MODULE
16

Your mentor coaching practice: the vision revisited ★

Capstone portfolio and observed session · Your Mentor Vision, revisited · Mentoring on mentoring 5

★ 3-hour module: the third hour is mentoring on mentoring with MCS faculty. The observed practicum runs weeks 8 to 15.

Course outline is subject to change.

YOUR INVESTMENT

Tuition

PILOT PRICE · FEBRUARY 2027 COHORT

\$3,900

Plus applicable taxes

**Returning students: \$3,600 · 2 instalment
payments available**

October 2027 cohort: \$4,800 · \$4,500 returning

- 60 hours of mentor coach education
- 5 observed practicum sessions, with written faculty feedback
- 5 hours of mentoring on mentoring with MCS faculty
- Classroom access for 3 months after the last class

Why mentor coaching, why now

From January 1, 2027, every ICF credential candidate's 10 hours of mentor coaching must come from a mentor who holds the MCS. The 2025 ICF Global Coaching Study counts 122,974 coach practitioners worldwide, up 13% from 2023, and every credential application needs mentor coaching.

The program runs twice per year, in cohorts of 12 to 21. The February 2027 cohort runs at the pilot price; the next cohort begins October 2027 at \$4,800 (\$4,500 for returning students).

Mentor coaching can become a new service in your practice. This program teaches the capability; it makes no promise of clients or income.

KEEP LEARNING · MORE CONTINUING EDUCATION

Compassion · 10 CCEs

Grief · 10 CCEs

Motivation · 10 CCEs

Team & Group Coaching Skills · 24 CCEs

Business Workshops · 15 CCEs

ARE YOU A MEMBER?

Join your peers today.

Learning continues between and beyond classes, with 10+ live events every month in the Coach Academy community:

Clubs and keynotes

Unlimited coaching exchange

Live coach demos

Case study clinics

Coaching skills labs

And so much more

INFLUENCER MEMBERSHIP

\$45 per month

MASTERMIND MEMBERSHIP

\$55 per month

MASTERMIND ONLY

\$85 per month

Public price · for those not yet Coach Academy clients

Join your peers today