

Transform Your Coaching. With Tandem.

Invest in your coaching future with Tandem.

Our ICF-accredited programs provide the highest quality training, empowering you to make a lasting impact as a credentialed coach.



Professional Coach Training Catalog

- ✓ ICF Accredited Level 1 – ICF ACC – Accelerate Coaching
- ✓ ICF Accredited Level 2 – ICF PCC – Elevate Coaching
- ✓ ICF AATC – Team Coaching Mastery

What Our Students Are Saying



"Learning from Cherie is such a blessing! She is not only the best instructor but an amazing coach. I enjoy each session of the PCC class and totally recommend to my fellow coaches who are looking to make a positive difference as a Human Systems Coach. Thank you Cherie!"



Arushi
AGILE COACH, FANNIE MAR



"Excellent class, Cherie and Alex make the whole experience and enjoyable journey. The knowledge and experience they bring to the table really makes the whole journey well worth it."



Neil Richards
CONSULTANT, RUCK & MAUL LLC



"Cherie and Alex have been always very attentive to every need of the attendees. This advanced course is full of techniques and tools that expand the ability to be a great coach."



Stefano Martincigh
DEVELOPMENT DIRECTOR, WARGAMING.NET



"True to her tagline, Cherie is making me a better person than I was before, with every interaction I have. Making me a better human being, making me a better coach and shaping me into an individual that I never knew I can become. I would like to thank Cherie from the bottom of my heart for all that she has done to me. Hope she continues this journey of helping many more people and making this world a better place."



Shyam Kishore K. Rao (Shyam)
SENIOR AGILE COACH, FREDDIE MAC
MCLEAN, VIRGINIA



"The Professional Coaching training program that I completed with Cherie Silas was amazing. It had a perfect balance of theory and practice and the group size was ideal for discussions and feedback. Cherie is a fabulous coaching trainer, mentor and supervisor and my learning far exceeded my expectations from the class."



Christine Thompson

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About Tandem Coaching Academy

Our Mission: Our programs are for aspiring coaches who want to grow in their competencies, skills, and effectiveness as professional coaches. We envision a world where people are applying their professional coaching skills in a variety of complex situations to help organizations and individuals create sustainable change for themselves. We teach you universal coaching skills and prepare you to become a certified coach. Our goal is to:

- to provide affordable and high-quality education,
- improve application of learned skills,
- strengthen the profession of coaching especially in Agile Environments
- allow students the freedom to learn at a pace that fits their personal lifestyle.

Our Philosophy: Our coaching philosophy is simple, ICF core coaching competencies provide a robust foundation to practice high quality coaching in a variety of situations our students will encounter. We hold the client in highest regard, to be a partner in the coaching relationship. We believe that our clients are not broken and do not require us to fix them. They are naturally creative, whole, resourceful, and competent human beings. Our goal is to help our students to achieve the highest coaching standards in the industry.

We use a healthy mix of short learning sessions, practice with feedback, mentoring and Reflective Coach Super-Vision, and learnings delivered through synchronous and asynchronous class formats. This approach allows for the best knowledge retention, skill development, and core coaching competency mastery over time.

The students of our programs will learn

- Coaching using the ICF core coaching competencies as the foundation
- Understand and apply the ethical standards under the ICF Code of Ethics,
- Apply newly gained skills in coaching individuals, teams, and organizations

The program is taught in English.

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Instructors, Mentor Coaches, and Assessors:



Cherie Silas, MCC

Director of Education

Cherie Silas, who is the founder and head coach of Tandem Coaching Academy, is an International Coach Federation Master Certified Coach (MCC) and a Certified Enterprise Coach (CEC) and Certified Team Coach (CTC) with Scrum Alliance and is a qualified Coach Supervision Provider. She is the Director of Education for TCA and functions as an Instructor, Mentor Coach, and Coaching Assessor.

Alex Kudinov, MCC

Coaching Instructor and Mentor Coach

Alex Kudinov is a Master Certified Coach (MCC) with International Coach Federation, A Board-Certified Coach (BCC), Scrum Alliance Certified Enterprise Coach (CEC), and Kanban Coaching Professional with Kanban University. He is the Director of Operations for TCA and an Instructor, Mentor Coach, and Coaching Assessor.



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General Information

Graduation and Certificate Process

Note: Students must apply directly to ICF or EMCC for credentialing/accreditation utilizing the appropriate path for the program completed.

Discover Coaching is an introductory course which consists of the first 12 weeks of the Level 1 Accelerate Coaching Individuals program. This program does not result in certification. A certificate of completion is issued upon request.

To receive a **Certificate of Graduation from Level 1 Program** you must

- Complete the **Level 1 Accelerate Coaching Individuals** required learning courses and assignments including coaching labs with instructor feedback.
- Complete a minimum of 60 learning hours
- Complete 3 hours Coach Supervision
- Complete 7 hours of Group Mentor Coaching
- Complete 3 hours of Individual Mentor Coaching which includes two graded recordings with written performance evaluation confirmed at the ACC level
- Students must submit written application for graduation to Tandem once all requirements have been met

To receive a **Certificate of Graduation from the Level 2 Program** you must

- Complete the **Level 1 Accelerate Coaching Individuals** content and a choice of one: **Level 2 Elevate Coaching Enterprises** or **Level 2 Elevate Advanced Coaching Individuals** required learning courses and assignments including coaching labs with instructor feedback.
- Complete a minimum of 125 total learning hours
- Complete 3 hours Coach Supervision
- Complete 7 hours of Group Mentor Coaching
- Complete 3 hours of Individual Mentor Coaching which includes two graded recordings with written performance evaluation with confirmed competency at the PCC level
- Students must submit written application for graduation to Tandem once all requirements have been met

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Tandem Certification Process

To receive a **Tandem Associate Coach (TCA-CAC) Certification** you must

- Complete **Level 1 Accelerate Coaching Individuals** requirements as listed above with a minimum of 60 learning hours
- Submit confirmation of 100 hours of logged coaching practice
- Graded recordings with written performance evaluation confirmed by a Tandem Assessor to be at the ICF ACC level or greater
- Students must submit written application for TCA-CAC Certification once all requirements have been met

To receive a **Tandem Professional Coach Individuals (TCA-CPCI) Certification** you must

- Complete the full **Level 1 Accelerate Coaching Individuals** content plus the full **Level 2 Elevate Advanced Coaching Individuals** requirements as listed above with a minimum of 125 total learning hours.
- Submit confirmation of 100 hours of logged coaching practice
- Graded recordings with written performance evaluation confirmed by a Tandem Assessor to be at the ICF PCC level or greater
- Students must submit written application for **TCA-CPCI Individuals Certification** once all requirements have been met

To receive a **Tandem Professional Coach Enterprise (TCA-CPCE) Certification** you must

- Complete the **Level 1 Accelerate Coaching Individuals** content and the full **Level 2 Elevate Coaching Enterprises** requirements as listed above with a minimum of 125 total learning hours.
- Submit confirmation of 100 hours of logged coaching practice
- Graded recordings with written performance evaluation confirmed by a Tandem Assessor to be at the ICF PCC level or greater
- Students must submit written application for **TCA-CPCE Enterprise Certification** once all requirements have been met

Enrollment Prerequisites

There are no prerequisites for entering the Level 1 **Accelerate Coaching Individuals** program.

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Elevate Coaching Individuals and Elevate Coaching Enterprise students must meet **one** of the following prerequisites to start the program:

- Completion of **Level 1 Accelerate Coaching Individuals** content
- Hold ACC, PCC, or MCC Credentials with ICF
- Present a completion certificate from an ICF Accredited learning institution and validated demonstration of coaching competency with a Tandem assessor.

Tuition and fees

- The full program cost is listed on the Tandem Coaching website. We reserve the right to adjust the program fees from time to time without prior notice.
- Course fees are due in full prior to the first class unless you opt for a payment installment program, offered by Tandem from time to time. Course fees are nonrefundable after the third session of the program provided the student attended at least one of those. The fees are fully refundable if the student did not attend any contact session.
- If you participate in a payment installment program offered by Tandem, you understand that the total amount paid through such a program will be higher than the lump sum payment cost of the program and includes Tandem's reasonable and necessary administrative costs.
- The payment plan is administered in an automatic manner through Tandem's preferred payment vendor. You agree to ensure that payments are transmitted to Tandem on time as per the schedule established at the commencement of the payment plan.
- Graduation and completion certificates will not be issued until full payment is received.

Payment Options

- Payment can be made in full at the time of online registration
- Monthly payment plans are available at the time of online registration

Refunds

- If you decide to withdraw from the program, for whatever reason, before the start of the program or during the program in which you did not attend any contact session, we will issue the refund of fees you paid to date in full minus any processing fees Tandem incurred due to 3rd party vendors.

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- If you decide to withdraw from the program or drop out from the program after attending at least 1 training session but before 3 contact sessions were held, we will issue the full refund of fees you paid to date minus any processing fees Tandem incurred due to 3rd party vendors.
- If you decide to withdraw from the program or drop out from the program after attending at least 1 training session and after 3 contact sessions were held, we will not issue any refunds of the fees you paid. You are welcome to restart the program at any time, provided all prerequisite conditions are met.

Attendance and Absence Policy

- Students must attend live sessions and actively participate.
- If a student is absent due to illness or other reason, the student may attend a make-up session at a different time.
- A limited number of sessions can be made up by viewing the class recording and submitting an essay confirming the learning received. A minimum of 60 hours learning must be completed to complete the **Accelerate Coaching** program and 125 total hours to complete the **Elevate Coaching** program.
- A minimum of 80% of the learning hours must be completed via live sessions.
- Students are not required to notify staff or require a reason for the absence.

Student Transfer of Credit Policy

Students who wish to transfer credits from another accredited institution should reach out to info@tandemcoaching.academy. Students must provide a copy of the Certificate of Completion from an Accredited ICF Training Provider showing the name of the program, and number of Training Hours completed. We transfer credit hours from ICF Accredited Programs hour per hour.

Confidentiality

Learning sessions are recorded which may include practice coaching sessions and coaching labs with other students in class. Any recordings/media captured will be used solely for the purposes of grading, evaluation, feedback, auditing, and accreditation purposes. All students and instructors agree as a condition of the program that the content of coaching sessions captured in class is to be held confidential by the students and staff of Tandem Coaching Academy.

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Code of Conduct

To ensure and maintain a workplace and an educational environment free of, and protected from misconduct, harassment, and discrimination. No person will be excluded from participation in, be denied the benefits of, or be subjected to discrimination or harassment under any education program or activity based on age, sex, race, disability, or sexual orientation. Tandem Coaching Academy does not tolerate and expressly prohibits discrimination and harassment in any form **towards or from any students or staff**. Failure to comply with this code of conduct may result in expulsion with no refund.

Ethics, Integrity, and Transparency Policy

TCA training programs are in alignment with the [ICF Core Values](#), [ICF Code of Ethics](#) and the [EMCC Global Code of Ethics](#). We uphold the integrity of ICF and EMCC guidelines and the global coaching profession by setting and following standards of conduct consistent with these core values and ethical principles. We practice and encourage ethical reflection, education, and decision-making in our training programs. We submit to the ICF Ethical Conduct Review Process to determine the validity and remediation of grievances. Further, we submit to independent audit of our coaching programs that ensure adherence to school guidelines and policies, accurate and transparent record keeping, integrity in the training, mentoring, and assessment processes and issuance of graduation certificates. We follow Financial Accounting Standards Board (FASB) accounting methods and practices based on Generally Accepted Accounting Principles (GAAP).

Grievance Policy

When a student has a grievance, they are encouraged to speak to their instructor or contact support as the first line of resolution. If a student is not satisfied with the resolution, they can file a formal grievance in writing by sending an email outlining the complaint to info@tandemcoaching.academy. The Director of Education and/or the Director of Operations will take steps to investigate and resolve the grievance with the student. Information about the [ICF Accreditation complaint process](#) can be found on the ICF website.

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Our Coaching Programs

Discover Coaching

Delivery Method: All courses are instructor led, live; remote or in-person training. All sessions have skills practice with instructor feedback.

Transformational Questions

Course Description: Formulating and asking powerful questions, Reflective Inquiry
Course Hours: 2

The Coaching Session Agreement

Course Description: Effectively creating the session agreement
Course Hours: 2 hours

Multi-level Listening

Course Description: Managing levels 1, 2, and 3 listening
Course Hours: 2

Designing Actions & Accountability

Course Description: Creating action steps and effective accountability for continuous growth
Course Hours: 2

Coach the Person not the Problem

Course Description: Effectively coaching for sustainable change and transformation
Course Hours: 4 hours

Listening Actively

Course Description: Listening beyond words to hear what's really happening.
Course Hours: 2

Direct Communication

Course Description: Using silence, interrupting, making observations.
Course Hours: 2

Evoking Awareness

Course Description: Techniques for helping clients see what they don't see and learn what they don't know they know.
Course Hours: 2

Maintaining Coaching Presence

Course Description: Understanding what true partnership is and how to have impactful presence in the coaching conversation.
Course Hours: 2

Practice and Feedback Labs

Course Description: Live coaching practice with instructor and peer feedback
Course Hours: 6

ICF Core Competencies Videos

Course Description: Asynchronous video recordings with essays to validate learning.
Course Hours: 4

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Level 1 - Accelerate Coaching Individuals Program

Delivery Method: All courses are instructor led, live; remote or in-person training. All sessions have skills practice with instructor feedback.

Transformational Questions

Course Description: Formulating and asking powerful questions, Reflective Inquiry
Course Hours: 2

The Coaching Session Agreement

Course Description: Effectively creating the session agreement
Course Hours: 2 hours

Multi-level Listening

Course Description: Managing levels 1, 2, and 3 listening
Course Hours: 2

Designing Actions & Accountability

Course Description: Creating action steps and effective accountability for continuous growth
Course Hours: 2

Coach the Person not the Problem

Course Description: Effectively coaching for sustainable change and transformation
Course Hours: 4 hours

Listening Actively

Course Description: Listening beyond words to hear what's really happening.
Course Hours: 2

Direct Communication

Course Description: Using silence, interrupting, making observations.
Course Hours: 2

Evoking Awareness

Course Description: Techniques for helping clients see what they don't see and learn what they don't know they know.
Course Hours: 2

Maintaining Coaching Presence

Course Description: Understanding what true partnership is and how to have impactful presence in the coaching conversation.
Course Hours: 2

The Coaching Relationship

Course Description: Client engagement planning and creation. Client intake session.
Course Hours: 4 hours

Working with Limiting Beliefs

Course Description: Techniques for discovering and uncovering client value systems and beliefs that can hold back or propel forward
Course Hours: 2

The Coaching Mindset

Course Description: Development of reflective practices that enable the coach to be most effective with clients
Course Hours: 2

Silence

Course Description: Observing the client, self-management, using silence, leaving space for thinking, pacing
Course Hours: 2

Intro to Working with Metaphors

Course Description: Types of metaphors, clean language, REPROCess.
Course Hours: 2

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The Language of Appreciation

Course Description: Understanding and utilizing your client’s language of appreciation. Intro to the 5 languages of appreciation.
Course Hours: 2

Working with Values and Beliefs

Course Description: Beliefs, values, perceptual filters, sources of beliefs, limiting beliefs
Course Hours: 2

Ethics and Practice Administration

Course Description: Overview of ICF Code of Ethics and management of coaching practice
Course Hours: 4

Well Formed Outcomes

Course Description: Understanding and creating well-formed outcomes for client progress
Course Hours: 2

Managing Client Progress

Course Description: Managing client progress throughout the coaching engagement
Course Hours: 2

4 Types of Coaching Conversations

Course Description: intro to BE, RELATE, INSPIRE, and THINK Coaching conversations.
Course Hours: 4

Coaching Toxic Communication Strategies

Course Description: Intro to multi-person client coaching. Working with toxic communication strategies in the relationship. Blame, Defensiveness, Stonewalling, and Contempt.
Course Hours: 2

ICF Core Competencies Videos

Course Description: Asynchronous video recordings with essays to validate learning.
Course Hours: 4

Practice and Feedback Labs

Course Description: Live coaching practice with instructor and peer feedback
Course Hours: 26

Group Supervision

Course Description: Group supervision sessions focused on improving client and coach interactions and effectiveness.
Course Hours: 3

Group Mentor Coaching

Course Description: Group sessions focused on perfecting the skills and competencies of coaching in preparation for credential application
Course Hours: 10

Individual Mentor Coaching

Course Description: Includes two fully assessed student coaching recordings with written feedback and individual mentoring on improvements and strengths.
Course Hours: 3

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Level 2 - Elevate Coaching Individuals

Delivery Method: All courses are instructor led, live; remote or in-person training. All sessions have skills practice with instructor feedback.

Basics of NLP

Course Description: VACOG perceptual systems, NLP communication model, eye accessing cues.

Course Hours: 4 hours

NLP Presuppositions

Course Description: Introduction to the ten NLP presuppositions.

Course Hours: 4 hours

Well Formed Outcomes

Course Description: Understanding and creating well-formed outcomes for client progress

Course Hours: 2

Logical Levels Pyramid

Course Description: Utilizing the logical levels pyramid to understand client needs and focus

Course Hours: 2 hours

Reflective Supervision

Course Description: Introduction to using reflective supervision group and individual to develop ways to be most effective with clients

Course Hours: 2

Meta Model Violations

Course Description: Meta Model. Identifying and challenging Meta Model Violations of distortion, deletion, and generalization

Course Hours: 4

4 Types of Coaching Conversations

Course Description: Deeper dive into using the BE, RELATE, INSPIRE, and THINK Coaching conversations.

Course Hours: 4

Perceptual Positions

Course Description: Using the 4 perceptual positions in coaching to give the client multiple perspectives of their situation and find solutions.

Course Hours: 2

Working with Constellations

Course Description: Intro to various constellation exercises that can help clients gain new awareness.

Course Hours: 2

Working with Metaphors

Course Description: Deep dive into working with client metaphors, deconstructing metaphors, using clean language with metaphors.

Course Hours: 4

Framing and Reframing

Course Description: Utilizing frames to evoke awareness

Course Hours: 2

Coaching with Transactional Analysis

Course Description: Introduction to TA Ego states and how to recognize them and use them in coaching.

Course Hours: 2

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Coaching Through Conflict.

Course Description: Introduction to the four toxic communication strategies. Introduction to the levels of conflict and de-escalation methods
Course Hours: 2

Coaching Through Change.

Course Description: Helping individuals and manage the change process
Course Hours: 4

Coaching Behavioral Change

Course Description: introduction to coaching for the development of executive presence. Breaking habits that hold people back.
Course Hours: 2

Coaching Male Leaders

Course Description: Introduction to coaching clients to develop effective working habits. Common habits that hold male leaders back.
Course Hours: 2

Coaching Women Leaders

Course Description: Intro to coaching women leaders to develop effective working habits and common habits that hold female leaders back.
Course Hours: 2

ICF Core Competencies Videos

Course Description: Asynchronous video recordings with essays to validate learning.
Course Hours: 4

Practice and Feedback Labs

Course Description: Live coaching practice with instructor and peer feedback
Course Hours: 22

Group Supervision

Course Description: Group supervision sessions focused on improving client and coach interactions and effectiveness.
Course Hours: 4.5

Group Mentor Coaching

Course Description: Group sessions focused on perfecting the skills and competencies of coaching in preparation for credential application
Course Hours: 10

Individual Mentor Coaching

Course Description: Includes two fully assessed student coaching recordings with written feedback and individual mentoring on improvements and strengths.
Course Hours: 3

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Level 2 - Elevate Coaching Enterprise

Delivery Method: All courses are instructor led, live; remote or in-person training. All sessions have skills practice with instructor feedback.

ICF Core Coaching Competency

Model

Course Description: Intro to ICF Core Coaching Competencies.

Course Hours: 2

Co-Creating the Relationship

Course Description: Intro to systems, system coaching agreements, pre and post section reflection

Course Hours: 2

Well Formed Outcomes

Course Description: Understanding and creating well-formed outcomes for client progress

Course Hours: 2

Establishing the Engagement Plan

Course Description: System surveys, co-creating a coaching plan, establishing ROI of coaching engagement,

Course Hours: 4

Team Coaching Competencies

Course Description: Intro to ICF Team Coaching Competencies.

Course Hours: 2

Team Coaching Foundational Skills

Course Description: Projection, transference, coach interventions, team dynamics, group communication, mirroring, resonance.

Course Hours: 2

Holding the Space

Course Description: Coaching presence, open access questions, interaction patterns, working with strong emotions.

Course Hours: 2

Working with System Roles

Course Description: Working with outer and inner roles, hidden roles, marginalized voices, rank and privilege.

Course Hours: 2

Reflective Supervision

Course Description: Introduction to using reflective supervision group and individual to develop ways to be most effective with clients

Course Hours: 2

Framing

Course Description: Utilizing frames to evoke awareness

Course Hours: 4

Creating System Awareness

Course Description: Coaching systemically using 7 eyed model

Course Hours: 2

Holding Coach Presence

Course Description: Holding the group, exchange, containing difficult emotions

Course Hours: 2

System Conflict

Course Description: Alignment coaching, types and levels of coaching engagement, full brain engagement, noticing shifts,

Course Hours: 4

Which Brain is Leading

Course Description: Understanding how

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thinking is processed to best create learning and understanding
Course Hours: 2

Closing the System Relationship

Course Description: Monitoring progress, impacts and outcomes, open goals, and challenges, looking forward, closing the relationship, client learning and feedback
Course Hours: 2

Coaching Practice Labs

Course Description: Live coaching practice with instructor and peer feedback. Q&A Session.
Course Hours: 10

Group & Individual Reflective Supervision

Course Description: Group supervision sessions focused on improving client and coach interactions and effectiveness.
Course Hours: 3

Asynchronous Recordings and Readings: Class Pre-work

Course Description: Required pre-class recording reviews. System Coaching Competencies and Demos. Required book

Course Hours: 20

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Academy

+1 (855) 51-COACH
104 E Ovilla Rd,
Red Oak, TX 75154-1278
tandemcoach.co

Tandem Coaching: The Path to Your Coaching Credentials.

Achieve your ICF certification goals with Tandem Coaching's expertly designed programs.

Our rigorous curriculum, experienced faculty, and supportive community equip you with the skills and knowledge to become a confident, credentialed coach.



Connect with Us and Start Your Coaching Journey Today!

email: info@tandemcoach.co

phone: +1 (855) 51-COACH

