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ICI Standards & Curriculum for:

The Professional Systemic Coaching Course (ICI)

This comprehensive 120-hour professional training program designed to develop highly competent Systemic Coaches capable of working with individuals, couples, teams, organizations, and complex human systems. The curriculum integrates the philosophy of systemic thinking, contemporary coaching methodologies, systems theory, cybernetics, structural constellations, communication excellence, and professional coaching competencies into a coherent learning process.

This program emphasizes understanding relationships, patterns, interactions, and systemic dynamics rather than focusing solely on individual behavior. Participants learn to identify leverage points for sustainable change while maintaining ethical standards and professional coaching practice.

Entrance Qualification:

Participants are expected to possess fundamental coaching knowledge and practical communication skills. Prior education in coaching, psychology, counseling, leadership, NLP, psychotherapy, human development, or related disciplines is recommended.

Recommended Entry Qualification:

- ICI Professional Coach or equivalent coaching education
- NLP Practitioner or equivalent qualification
- Demonstrated professional experience in coaching, consulting, leadership, education, psychotherapy, counseling, or human development.

Duration and Training Process:

Total Training Duration: 120 Hours

Minimum Training Days: 15 Days

Classroom instruction and practical training

Supervised coaching practice

Individual and group exercises

Case studies and systemic analysis

Practical assessments and feedback

Final written and practical evaluation

Target Group:

This professional program is designed for:

- Professional Coaches
- Executive Coaches
- Psychologists
- Counselors
- Psychotherapists
- HR-Professionals
- Trainers
- Consultants
- Team Leaders
- Managers
- Organizational Development Professionals
- Educators

Professionals working with individuals, families, teams and organizations.

Learning Objectives:

Upon successful completion of this program, participants will be able to:

Understand the philosophy, principles and foundations of Systemic Coaching.

Apply systemic thinking when coaching individuals, couples, teams, and organizations.

Analyze human systems using systemic from ansystemic perspectives and identify interaction patterns.

Recognize relationships, systemic dynamics, hidden structures and leverage points for sustainable change.

Establish professional systemic coaching agreements and define appropriate coaching boundaries.

Apply advanced systemic communication skills and systemic questioning techniques.

Use observation, hypothesis development, and systemic analysis effectively.

Facilitate awareness, resource activation and sustainable transformation within complex systems.

Apply professional systemic coaching tools including mapping, systemic interventions and structural constellations.

Conduct complete systemic coaching sessions using internationally recognized coaching competencies.

Work ethically, professionally and responsibly within the limits of coaching practice.

Integrate systemic coaching into leadership, organizational development, conflict resolution, and personal development.

Module I (30 Hours)

Foundations of Systemic Coaching

Objectives

This module provides the theoretical and philosophical foundations of Systemic Coaching. Participants will become familiar with the evolution of systemic thinking, coaching philosophy, systems theory, cybernetics, and the fundamental principles that distinguish systemic coaching from other helping professions.

Content

- Foundations, Philosophy and History of systemic coaching
- Coaching Philosophy
- Definition of Systemic Coaching
- Differences Between Coaching, Consulting, Psychotherapy, Mentoring, and Training
- History and Evolution of Systemic Coaching
- General Systems Theory
- First-order and Second-order Cybernetics
- Systemic Family Therapy
- Structural Constellations
- International Schools of Thought in Systemic Coaching
- Principles, Values, and Competencies of a Systemic Coach
- Roles, Responsibilities, and Professional Boundaries of a Systemic Coach
- Systems Thinking
- Concept of Systems
- Types of Systems
- Living Systems
- Open and Closed Systems
- System Boundaries
- Context
- Systemic Field
- Interdependence
- Relationships, Patterns and Interactions
- Linear and Circular Causality
- Feedback Loops
- Self-Organization
- Self-Regulation
- Complexity
- Emergence
- Leverage Points
- Change in Human Systems

- Human Beings in Systems
- Individual Systems
- Family Systems
- Couple Systems
- Organizational Systems
- Team Systems
- Social Systems
- Roles
- Position
- Boundaries
- Explicit and Implicit Rules
- Systemic Loyalty
- System Life Cycle
- System Resources
- System Dynamics

Module II (30 Hours)

Systemic Coaching Competencies, Communication and Presence

Objectives

This module develops the core competencies of the Systemic Coach, including systemic presence, coaching mindset, communication excellence, observation, listening, and systemic dialogue. Participants learn how to establish effective coaching relationships and facilitate meaningful systemic conversations.

Content

- Fundamental Principles of the Systemic Approach
- Belonging
- Order
- Balance
- Priority
- Each Element,s Rightful Place in the System
- Acceptance of Reality
- Respect for All Elements of the System
- Systemic Neutrality
- Holistic Perspective
- Process-Oriented Thinking
- Responsibility within the System
- Effective Coaching Communication
- Rapport
- Active Listening
- Deep Listening
- Multi-Level Listening
- Active Observation
- Reading Body Language
- Reflection
- Summarizing
- Effective Feedback
- Professional Silence
- Coaching Presence in Dialogue
- Systemic Presence, Mindset and Competencies
- Coaching Presence
- Systemic Presence
- Beginner's Mind (Not-Knowing Mind)
- Genuine Curiosity
- Observation without Judgment

- First-Order and Second-Order Observing
- Hypothesis Building
- Resource-Oriented Perspective
- Tolerance of Ambiguity
- Self-Reflection
- Field Awareness
- Resonance
- Distinguishing Between Data, Perception and Interpretation
- Levels of Systemic Observation
- Professional Intuition and Responsible Use of Intuition
- Systemic Dialogue
- Systemic Contracting
- Defining the System
- Goal Definition
- Stakeholder Identification
- Defining System Boundaries
- Systemic Language
- Systemic Questions
- Circular Questions
- Relational Questions
- Questions That Explore Differences
- Hypothetical Questions
- Future-Oriented Questions
- Reflective Questions
- Reframing
- Externalization
- Building Systemic Hypotheses

Module III (30 Hours)

Systemic Analysis, Tools, and Interventions

Objectives

This module develops participants' ability to analyze complex systems, identify interaction patterns, utilize professional systemic coaching tools, and select appropriate interventions to facilitate sustainable change.

Content

- System Analysis
- System Observation
- Pattern Recognition
- Relationship Analysis
- Resource Analysis
- Feedback Loop Analysis
- Leverage Point Analysis
- Boundary Analysis
- Stakeholder Analysis
- Role Analysis
- System Dynamics Analysis
- Conflict Analysis
- Systemic Coaching Tools
- System Mapping
- Stakeholder Mapping
- Relationship Mapping
- Eco - Map
- Resource Mapping
- Timeline
- Genogram
- Floor Anchors

- Stick Figures
- Systemic Coaching Interventions
- Philosophy of Systemic Intervention
- Minimum Effective Intervention
- Selecting Appropriate Interventions
- Resource Activation
- Small Safe Experiments
- Structural Constellations
- Table Constellation
- Paper Constellation
- Floor Constellation
- Goal Constellation
- Resource Constellation
- Relationship Constellation
- Tetralemma Constellation
- Dilemma Constellation
- Working with Figures and Symbolic Objects
- Working with the Systemic Field
- Reading the Field
- Spatial Perception
- Embodied Awareness
- Movement within the Field
- Testing Systemic Hypotheses
- Integration of Systemic Interventions

Module IV (30 Hours)

Professional Practice and Applications of Systemic Coaching

Objectives

This module enables participants to integrate all acquired knowledge and competencies into professional Systemic Coaching practice. Participants conduct complete coaching sessions, apply systemic interventions in different contexts, analyze real cases, receive supervision and feedback, and demonstrate professional coaching competencies.

Content

Professional Systemic Coaching Process

- Coach Preparation
- Systemic Contracting
- Defining the Coaching Topic
- Defining System Boundaries
- System Mapping
- Stakeholder Identification
- Systemic Analysis
- Building Systemic Hypotheses
- Selecting Appropriate Tools
- Implementing Systemic Interventions
- Identifying Leverage Points
- Designing Action Plans
- Providing Systemic Feedback
- Evaluating Change
- Closing the Session
- Professional Documentation

Applications of Systemic Coaching

- Individual Coaching
- Relationship Coaching
- Family Coaching
- Parenting Coaching
- Team Coaching
- Organizational Coaching
- Systemic Leadership Coaching
- Conflict Management
- Decision-Making
- Change-Management
- Personal Development
- Organizational Development
- Life Cycle Coaching from the Systemic Perspective
- Decision-Making in Complex Systems and Conflict Resolution

Professional Ethics, Scope of Practice and Professional Development

- Professional Ethics
- Confidentiality
- Scope of Competence
- Professional Boundaries in Coaching
- Referral
- Supervision
- Intervision
- Coach Self-Care
- Professional Responsibility

Practical Training, Case Analysis, Supervision and Feedback

- Conducting Complete Systemic Coaching Sessions
- Communication Skills Practice
- Circular Questioning Practice
- System Mapping Practice
- Structural Constellation Practice
- Tetralemma Constellation Practice
- Case Analysis
- Supervised Coaching Practice
- Peer Coaching
- Individual and Group Feedback
- Final Competency Assessment

Certification Requirements

To receive the ICI Professional Systemic Coach qualification, participants must:

Attend at least 80% of the training program.

Successfully complete all practical exercises.

Demonstrate Professional competence during supervised coaching practice.

Successfully complete the final written and practical assessment.

Adhere to the ICI Code of Ethics and Professional Standards.

For further information about the program, faculty, and certification, please visit:

www.omraie.com