



# NACE

## Coaching for Diverse Populations

ON-SITE WORKSHOP

NATIONAL ASSOCIATION OF  
COLLEGES AND EMPLOYERS  
[www.nacweb.org](http://www.nacweb.org)



## COURSE ONE

# On-Campus Training

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### Overview

Participants will examine appropriate reinforcement techniques throughout the helping process, and gain understanding of a nonjudgmental approach in the coaching process, modeling acceptance, facilitating openness, and demonstrating self-awareness.

### Course Content Areas

- Understanding diversity and unconscious bias;
- The coaching process, the impact of questions, and listening skills; and
- The role of diversity and unconscious bias in the coaching process.

### Learning Objectives

- Discuss and understand the four types of diversity: internal, external, organizational, and worldview;
  - Internal diversity: characteristics related to factors that a person didn't choose for themselves (e.g., race, ethnicity, age, sexual orientation, cultural identity, assigned sex, physical ability, or mental ability);
  - External diversity: characteristics related to a person that develop over time (e.g., personal interests, education, familial status, or life experiences).
- Regarding unconscious bias, examine the definition of unconscious bias and strategies to be aware of one's own unconscious bias;
- After gaining a foundation on diversity and unconscious bias, study the role of the coaching process, fundamentals of building rapport with the coachee, how to acutely listen and be present in the moment to hear what the coachee is saying, yet also observe nonverbal communication of the coachee;
- Identify the qualities and skills of an inclusive coach, and the safe practices that are developed in the coaching relationship; and
- Determine how flexible and adaptable the approach to coaching is, and the communication involved and carried out.



**Format:** Live Workshop

**Length:** 7 hours

**Career Level:**

Basic-, intermediate-, and advanced-level career services professionals

**Career Services Competency:**

Career Coaching, Advising, and Counseling

**Fee:** \$500 (member); \$625 (nonmember)

**Continuing Education Clock Hours**

- BCC - 7 clock hour per session
- ICF - 12 clock hour per session

## MODULE

# NACE: Coaching for Diverse Populations

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### **Length:**

7 hours; 1 day of instruction, discussion, and exercises provided.

*(Note: 7 hours apply to earning the BCC credential)*

**Suggested schedule:** 8:30 a.m. – 4 p.m.

**Instructor:** Basic-, intermediate-, and advanced-level career services professionals

### **Career Level:**

Coaching for Diverse Populations is designed for career services professionals at all career levels.

### **Career Services Competency:**

Coaching for Diverse Populations addresses the Career Coaching and Advising and Counseling competencies for career services professionals

### **Continuing Education Clock Hours**

- BCC – 7 clock hour per session
- ICF – 12 clock hour per session



## Fees

MODULE NAME	REGISTRANTS	VIRTUAL	ON-SITE
Coaching for Diverse Populations	Level 1 (up to 10 people)	\$2,300	\$5,100
	Level 2 (over 10 people)	\$2,300 + \$230 per person	\$5,100 + \$510 per person

\*Pricing effective February 2023.

### Fees Include:

- NACE Coaching Faculty
- NACE Support Staff
- Learning Guide
- Handouts/Resources

### Fees Exclude:

- Location or Facilities (space for all attendees, break out space for small, 4-6 person groups)
- Audiovisual needs (laptop, remote microphone, projector)
- Food and beverage
- Incidentals (flip charts, markers)

Please note: Your on-site program may not be recorded or reproduced in any way.



NACE is an approved provider by the Center for Credentialing and Education, Inc. for the Board Certified Coach Credentialing and Continuing Coach.



NACE is also an approved provider for Continuing Coach Education clock hours through the International Coaching Federation.

## QUESTIONS?

Contact NACE Professional Development at [educationrequest@nacweb.org](mailto:educationrequest@nacweb.org), 610.625.1026



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