



VANGUARD XXI – ICF LEVEL 2 TRAINING COURSE

IN PARTNERSHIP WITH **ZOVAK CONSULTING**, THE ORGANIZATION OF RECORD WITH THE ICF FOR LEVEL 2 TRAINING

Welcome to **Vanguard XXI's ICF Level 2 Training Course**, offered in collaboration with **Zovak Consulting** (the ICF organization of record for Level 2 training). The program is designed to provide aspiring and experienced coaches with the advanced skills, knowledge, and competencies to support them to excel in the coaching profession and to fulfill the requirements of an International Coaching Federation (ICF) Level 2 program (which is the easiest and most cost-efficient path toward an ICF PCC credential).

The course combines the expertise of **Vanguard XXI**, a trusted organization in leadership development and coaching training, with **Zovak Consulting's** proven coaching curriculum and education for empowering individuals and organizations through transformative coaching practices. Together, we offer a comprehensive, immersive learning experience tailored to meet the highest standards of coaching excellence.

Participants will engage in a 65-hour interactive curriculum focusing on mastering the 8 ICF Core Competencies, refining coaching techniques, and applying them in real-world contexts. The program includes live coaching sessions, feedback-driven learning, mentor coaching, peer collaboration, and practical tools to build confidence and credibility as coaches.

The training will equip you with the skills and credentials to make a lasting impact. Join us in the journey to empower others, foster growth, and unlock your potential as a world-class coach.

LEVEL 2 TRAINING FACILITATORS & MENTOR COACHES



Kim Zovak is an experienced coach, trainer, and leadership consultant working globally with non-profit leaders and organizations. Her passion is helping leaders multiply their impact by reproducing more effective leaders and supporting organizations to build strong leadership development cultures that better achieve their goals. She holds an MCC credential with the International Coaching Federation and is a credentialing assessor, mentor coach, and coaching supervisor.



Phil McKinney II has spent over 30 years in ministry, higher education, and leadership, working in discipleship, family ministry, coaching, leadership development, spiritual direction, and pastoral counseling. He is a professional ICF-certified (PCC) life, leadership, executive, and mentor coach and is a certified practitioner of DISC, Motivators, EIQ, and Prepare/Enrich assessment tools. He holds four degrees (BA, MA, MACS, and PhD) and is a published author.





LEVEL 2 TRAINING HOURS

The training course is designed around the International Coaching Federation (ICF) Core Competencies (see <https://coachingfederation.org/credentials-and-standards/core-competencies>) to support coaches to meet the required 125 hours of Coaching Education needed for a PCC credential.



DESCRIPTION	DATES	SYNCHRONOUS	ASYNCHRONOUS
Requirement: ACC credential or completion of an ICF Level 1 course	Must be completed prior to course participation	60	
Pre-Work: Reflection on PCC coaching and learning goals	Completed on your own before cohort		7
Orientation: Taste-n-See	Aug 11 3-5pm EST	2	
Course Intensives: Core Competencies (4 x 7hr sessions)	<ul style="list-style-type: none"> Sept 10 11am–7pm EST Oct 15 11am–7pm EST Nov 12 11am–7pm EST Dec 10 11am–7pm EST 	28	
Triad Peer Coaching (4 x 2.5 hours)	Determined with your triad		10
Asynchronous Work: Work between intensives (e.g., reading, recordings, podcasts) to be discussed in sessions.	On your own		8
Mentor Coaching (7 group & 3 x 1:1 hours)	7 group hours TBD (3 x 2.3 hour sessions in Winter 2026) 1:1 hours scheduled on your own with Mentor Coach	10	
Subtotal for PCC		40	25
Total Hours		60 (ACC) + 65 (PCC) = 125 Level 2 hours	





LEVEL 2 TRAINING TOPICS

The interactive course allows experienced coaches to experiment with new postures and techniques, observe others coach, deepen their understanding of the ICF Core Competencies, and receive feedback and tips on how to improve their coaching. It provides a variety of interactive activities (e.g., demonstrations, improv games, drawing, and movement) to generate conversation and practice around each of the 8 Core Competencies.

Focus: 3 coaching postures and 8 ICF Competencies, and regular time for observed coaching practice.

- **Intensive 1** – Higher Level Coaching: Catalyst, Facilitator and Partner; Foundations of Coaching at Higher Level: Coach the Person, Not the Problem; Ethics in the Gray Spaces.
- **Intensive 2** – Co-Creating the Relationship: Including Psychological Safety, Transactional Analysis, and ABC (Always Be Contracting)
- **Intensive 3** – Communicating Effectively: Holistic Attunement, Self-as-Instrument, Making Observations to Catalyze Awareness, Presence-Based Coaching
- **Intensive 4** – Facilitating Growth and Development Through Coaching: Within the Session and Through our Ongoing Relationship, More than Action Steps. Consolidating and Embodying Higher Level Coaching

LEVEL 2 TRAINING FORMAT

Delivery Format

The course and subsequent mentor coaching and triads will be done virtually. No in-person attendance will be required.

Group Sessions

To accommodate a variety of time zones, the required coaching education will occur on Zoom in 4 sessions of 8 hours. Limited makeup ability is available for those who miss an in-person experience, as the ICF requires face-to-face time with the ICF facilitator (which will incur an additional fee).

The first session will provide a brief orientation to the course and ICF higher-level coaching. Those still determining whether this is the right fit for their development are welcome to attend this session to check things out.





Triads

Between the group sessions, you will be expected to meet with a triad to continue implementing learning through practice coaching and discussion around the learning from the group sessions. Your participation gives you the asynchronous credit toward the Level 2 certificate. These meetings can be scheduled at your convenience. Please aim to leave a similar time block open (e.g. Wednesday 11-1:30pm ET) on your calendar 2 weeks after the plenary session for a potential triad time.

Mentor Coaching

Group Mentor Coaching will be arranged after the Fall training program based on participant's schedules. We'll plan to meet for 3 sessions of 2.3 hours each. The remaining three (3) hours of 1:1 mentor coaching can be scheduled during or after the course with the mentor coach. More information will be available during the course, along with suggestions for how to use the time to serve your developmental needs.

Assessment

The Level 2 assessment requires submitting one (1) recording and transcript lasting no more than 60 minutes. Instructions will be provided. The assessment can be submitted at any time after the course or within a year of the course start date.

ICF Renewal

If you need this course to fulfill your ICF renewal requirements before the course is completed, you will receive a partial course completion certificate for your completed hours.

LEVEL 2 TRAINING FEES

The total per-participant cost for this 65-hour ICF training is **\$5735**. This includes all applicable fees for training, mentor coaching, and assessment.

LEVEL 2 TRAINING REGISTRATION

Register online at vanguardxxi.com/Level2. If the timing isn't right and you want to be notified about other Level 2 opportunities, please contact Phil McKinney at phil@vanguardxxi.com to register your interest.





FREQUENTLY ASKED QUESTIONS (FAQs)

1. Who is eligible to enroll in the Vanguard XXI ICF Level 2 Training Course?

Participants must have completed an ICF-approved Level 1 (60-hr) training program or hold an ICF Associate Certified Coach (ACC) credential before enrolling in the Level 2 program.

2. How long is the training, and what is the time commitment?

The training consists of 65 hours of coursework, including synchronous and asynchronous learning, group mentor coaching, triad peer coaching, and one-on-one mentor coaching. Participants should plan to engage fully in the scheduled sessions and complete assignments between intensives.

3. How is the training delivered?

The training is entirely virtual, conducted via Zoom. There are four live plenary sessions, self-paced asynchronous work, and triad meetings scheduled within the group.

4. What are the key topics covered in the training?

The course focuses on advanced coaching techniques aligned with the 8 ICF Core Competencies. Topics include higher-level coaching postures, psychological safety, effective communication, presence-based coaching, and team/group coaching.

5. What is the purpose of the triad peer coaching sessions?

Triad peer coaching sessions provide additional practice and reinforcement of the skills learned during intensives. Participants will coach and receive feedback from peers to refine their techniques.

6. What are the requirements for completing the program?

Participants must attend the required training hours, complete asynchronous work, participate in triad coaching, participate in mentor coaching, and submit a recorded coaching session and transcript that meets the ICF standard for PCC coaching.

7. What certification will I receive upon completion?

Graduates will receive a Level 2 certificate, which counts toward the 125 coaching education hours required for an ICF Professional Certified Coach (PCC) credential.

8. How does mentor coaching work?

The course includes 7 hours of group mentor coaching after the plenary sessions and 3 hours of one-on-one mentor coaching, scheduled individually with a mentor coach.





9. Can I use this training for ICF credential renewal?

Yes, if you are renewing an existing ICF credential, you can receive a partial course completion certificate for the completed hours.

10. What is the cost of the training?

The total cost for the 65-hour ICF Level 2 training is \$5,735 USD. Additional credit card or bank processing fees may apply.

11. How do I register for the training?

You can register online at vanguardxxi.com/Level2. If you are interested in future training opportunities, you can sign up to be notified by emailing Phil McKinney at phil@vanguardxxi.com.

12. What happens if I miss a live session?

Attendance is crucial, but limited makeup options may be available upon request and may incur additional fees. ICF requires face-to-face interaction with facilitators, so participants should plan to attend all sessions.

13. When can I submit my Level 2 assessment?

The required coaching assessment can be submitted any time after completing the course. Instructions for submission will be provided during the training.

