




ECVET matrix for IC50+: Innovative Coaching 50 Plus - Sector Qualification Framework

	<b>Innovative Coaching 50 Plus (IC50P)</b>				
<b>IC50P SQF Level:</b>					
<b>Total ECVET Points:</b>	<b>(if applicable)</b>				
<b>Total ECTS Credits:</b>	<b>(if applicable)</b>				
<b>EQF/NQF Level</b>	<b>AT</b>	<b>BE</b>	<b>IT</b>	<b>RO</b>	<b>UK</b>
<b>Aggregated Units of Learning Outcomes</b>	<b>IC50P-U1</b>	Introduction Basic Coaching Principles and Methods			
	<b>IC50P-U2</b>	Age and Employment			
	<b>IC50P-U3</b>	Communication in the Coaching Process			
	<b>IC50P-U4</b>	Implementation of Coaching in the Company			
<b>Cross sectional Learning Outcomes</b>	To acquire the learning outcomes properly the following transversal competences are essential:			<b>DISCO terminology</b>	
	<p><b>Timing:</b></p> <ul style="list-style-type: none"> <li>S/he has the ability to plan</li> <li>S/he is able to manager her/his time</li> </ul> <p><b>General Skills:</b></p> <ul style="list-style-type: none"> <li>S/he has the ability to analytic power</li> <li>S/he has the ability to future projection and impact evaluation</li> <li>S/he is able to think systematically</li> <li>S/he has the ability to contextual understanding</li> <li>S/he is able to motivate people</li> <li>S/he is able to be objective</li> </ul> <p><b>Approach:</b></p> <ul style="list-style-type: none"> <li>S/he has the capability to negotiate</li> <li>S/he is able to use a solution focused approach</li> </ul>			(for decision)	

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<b>Title of the Qualification:</b>	<b>Innovative Coaching 50 Plus (IC50P)</b>					
<b>Generic Title of the Unit:</b>	<b>IC50P- U1 Introduction Basic Coaching Principles and Methods</b>					
<b>IC50P SQF Level:</b>						
<b>ECVET points:</b>	<b>(if applicable)</b>					
<b>ECTS Credits:</b>	<b>(if applicable)</b>					
<b>EQF/NQF Level:</b>	<b>AT</b>	<b>BE</b>	<b>IT</b>	<b>RO</b>	<b>UK</b>	
<b>S/he is able to understand the coaching concept, the need of appropriate setting and the coach's role.</b>						
IC50P-U1- Learning Outcome headings	DISCO terms (for decision)	Competence				
		Knowledge			Skills	
1.1. Consultation Approach		S/he is able to select the appropriate consultation process.				
		To know the difference between various consultation processes as coaching, counselling, mentoring.			S/he is able to choose the right consultation method.	
1.2. Role of the Coach		S/he is able to understand the role of the coach.				
		To know the role of the coach.			To be able to define her/his own position within the coaching process.	

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		To know how to define the coaching objectives.	To be able to define and communicate the company coaching objectives.
			To be able to solve conflicts with parties involved.
1.3. Coaching Rules		S/he is able to use ethics and consultation rules concerning the coaching process.	
		To know the basic principles and other rules.	To be able to responsibly conduct a coaching conversation.
			To be able to understand the most effective setting for all interviews and discussions.
			To be able to apply the appropriate coaching role (coach, mentor, facilitator, etc.) during the coaching process.
			To be able to be neutral as a coach.
1.4. Coaching Method		S/he is able to use the Solution Focused Coaching method.	
		To know the principles of Solution Focused Coaching.	To be able to apply the Solution Focused Coaching method.




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<b>Title of the Qualification:</b>	<b>Innovative Coaching 50 Plus (IC50P)</b>					
<b>Generic Title of the Unit:</b>	<b>IC50P-Unit 2 Age and Employment</b>					
<b>IC50P SQF Level:</b>						
<b>ECVET points:</b>	<b>(if applicable)</b>					
<b>ECTS Credits:</b>	<b>(if applicable)</b>					
<b>EQF/NQF Level:</b>	<b>AT</b>	<b>BE</b>	<b>IT</b>	<b>RO</b>	<b>UK</b>	
<b>S/he is able to understand various Life-Employment phases and the Work-Life Balance concepts.</b>						
IC50P-U2- Learning Outcome headings	DISCO terms (for decision)	Competence				
		Knowledge			Skills	
2.1 The phase of 50+ Work-Life Balance		S/he is able to identify life phases.				
		To know the life cycle and its various phases and the possible impact on the employee and the colleagues.			To be able to identify the employees life phases and the possible impact on the employee and the workplace.	
2.2 Work-Life Balance		S/he is able to have the coachee explore and address work-life-balance issues.				
		S/he knows how to apply various tools for examination.			S/he is able to use the different tools for an work-life balance examination and is able to implement them.	

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2.3. Learning Conditions and Life Phases	S/he is able to discuss various learning conditions.	
	<p>S/he got an overview over various learning conditions theories.</p> <p>S/he knows to apply tools to examine learning conditions.</p>	S/he is able to discuss individual learning potentials.



<b>Generic Title of the Unit:</b>	<b>IC50P-Unit 3 – Communication in the Coaching Process</b>					
<b>IC50P SQF Level:</b>						
<b>ECVET points:</b>	<b>(if applicable)</b>					
<b>ECTS Credits:</b>	<b>(if applicable)</b>					
<b>EQF/NQF Level:</b>	<b>AT</b>	<b>BE</b>	<b>IT</b>	<b>RO</b>	<b>UK</b>	
<b>S/He is able to use different communication tools and find the right setting within the coaching process.</b>						
IC50P-U3 - Learning Outcome headings	DISCO terms (for decision)	Competence				
		Knowledge			Skills	
3.1 Communication Tools - Overview		S/he is able to differ between various communication methods and processes.				
		To know the basic communication settings and the various ways of communication.			To be able to distinguish and use an appropriate way for a coaching conversation.	
3.2 Case Work		S/he is able to communicate face-to-face with the coachees.				
		To know the basic communication methods and techniques of a face-to-face consultation.			To be able to start a coaching process by interviewing each person face-to-face using the right settings.	

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3.3 Conflicts and Problem Solving		S/he is able to act as an intermediary in a problem solving process.	
		To know the way of solution focused mediation to solve conflicts.	S/he is able to guide a mediating process and figure out appropriate strategies.
3.4 Moderation and Presentation		S/he is able to use the appropriate method to lead a discussion within the coaching process with various parties in order to have good results.	
		To know methods of leading and moderating discussion rounds and to know how to summarize the results.	S/he is able to lead a discussion and summarize the outcomes as well as find commitment between the partners.
			S/he is able to negotiate with partners as well as liaise with partners.
			S/he is aware about the influence between the coachee 50 + and the company.
3.5. Feedback		S/he is able to give feedback.	
		To know what is meant by feedback.	S/he is aware of feedback rules.
			S/he is able to give feedback.




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		To know how to implement feedback loops.	S/he is able to analyse feedback and prepare appropriate feedback loops to all involved persons.
3.6 Tools – Coaching process		S/he is able to identify the appropriate coaching process.	
		To prepare instruments to implement the coaching process.	S/he is able to prepare and use instruments for the coaching process for the person 50+ and the management.
			S/he is able to present the coaching process (what do I offer / how I am working / time resources).



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<b>Title of the Qualification:</b>	<b>Innovative Coaching 50 Plus (IC50P)</b>					
<b>Generic Title of the Unit:</b>	<b>IC50P-Unit 4 – Implementation of Coaching in the Company</b>					
<b>IC50P SQF Level:</b>						
<b>ECVET points:</b>	<b>(if applicable)</b>					
<b>ECTS Credits:</b>	<b>(if applicable)</b>					
<b>EQF/NQF Level:</b>	<b>AT</b>	<b>BE</b>	<b>IT</b>	<b>RO</b>	<b>UK</b>	
<b>S/he is able to implement a coaching in the company according to the needs of each party.</b>						
IC50P-U3- Learning Outcome headings	DISCO terms (for decision)	Competence				
		Knowledge			Skills	
4.1. Career Coaching for 50+ employees		S/he is able to implement a career coaching process for 50+ employees.				
		To know how to apply coaching core competences for this group using tools for career coaching consultation.			To be able to lead and support an internal career coaching for elderly employees.	
4.2 Identify development needs Analysis		S/he is able to help the coachee identify the development needs between the desires, the actual position and the company strategy, and to identify the strengths which will help to reach these.				
		To know how to analyse the training			To be able to use the methods of	

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		needs based on the competence check results.	analysis in order to detect and analyse the training needs.
4.3 Overall Coaching for 50+		S/he is able to assess the needs for 50+ apart from training.	
		To know how to identify needs at the workplace.	To be able to assess the needs of the employer and possibilities to change the workplace environment.
			To be able to check and change opportunities for 50+ apart from training.
4.4. Finalisation and Transfer		S/he is able to complete the coaching process and support the employer to implement sustainable strategies into the company.	
		To know the process of an effective finalisation of the coaching process and the development of implementation plans.	To be able to use the right procedure of an effective completion and to present the developed plan to the employer and the employee.
4.5. Monitoring and reviewing		S/he is able to monitor and review the implementation process of the developed plan.	
		To know how to accompany the implementation process and interventions to react on upcoming challenges.	To be able to accompany the implementation process and react on upcoming challenges.