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CHRO TRAINING ANNOUCNEMENT: NOMINATIONS FOR FEDERAL INTERNAL COACH TRAINING PROGRAM (FICTP) 2020

TARGET AUDIENCE: All USMC Appropriated Fund Employees (GS/WS/WG)

PROGRAM DESCRIPTION:

The Department of Defense (DoD) is soliciting nominations for the 2020 Federal Internal Coach Training Program (FICTP). FICTP, Cohort 6 will begin virtually on September 23, 2020.

- FICTP is a rigorous 8-month program certified by the International Coach Federation to provide professional-level coach training to Federal employees. Federal internal coaches will provide coaching to Federal employees and foster a coaching culture by encouraging candid and respectful conversations between managers and employees, encouraging self-reflection and promoting creativity in problem solving and performance improvement.
- The program is open to all civilian employees. There is no cost to the agency.

REQUIREMENTS:

- Attend all segments of virtual training
- Coach 4 individuals for a minimum of 6 hours each
- Participate in two (2) mentor coaching sessions for 90 minutes each per month
- Receive at least 6 hours of coaching
- Complete at least five (5) observed coaching sessions; three (3) will be recorded
- Complete an oral exam demonstrating learned coaching skills
- Write a Reflection Paper of learning and observations
- Complete all other course requirements

REQUIRED DOCUMENTS:

1. FICTP application (Federal Internal Coach Training Program_Application_2020 – USMC.docx)
2. Scored competency measurement sheet (FICTP Coaching Competencies Measurement Tool.pdf)
3. Endorsed Continuing Service Agreement (FICTP 2020_CSA.docx)

REQUIRED DOCUMENTS CAN BE FOUND AT CHRO Training website:

<http://www.mcipac.marines.mil/Staff-and-Sections/Principal-Staff/Civilian-Human-Resources-Office/Civilian-Human-Resources-Office-US/US-Training/>

PACKAGES MUST BE ELECTRONICALLY SUBMITTED TO: MCBButler CHRO Training <MCBBUTLERCHROTraining@usmc.mil> DUE BY COB 09 JULY 2020.

LOCAL POC: MCBBUTLER CHRO Training < MCBBUTLERCHROTraining@usmc.mil >