

### **Overview:**

A Licensed WM360° Trainer may train Wellness/ Health Coaches within their organization and in some circumstances in partnership with RBGWS to provide services worldwide. A Licensed Trainer in good standing and actively pursuing ICF accreditation may apply to become a RBGWS Trainer. Educational Partnership Licenses are available for colleges, universities, and educational institutions. On a case-by-case basis Regional Licenses are available outside of the USA.

Real Balance Global Wellness Services llc has defined an explicit business model for extending our products and services. The distribution for training and consulting is done through four channels:

1. Internal Trainers
2. Licensed Trainers - within companies
3. International Licenses
4. Educational Partnerships

To maintain quality and to ensure the “Industry Certification Standard” is being met, Real Balance GWS maintains the role of the certification body. Materials must be purchased from Real Balance GWS.

**Benefits:** All Licensed Trainers have access to the RBGWS Trainer Center, new training materials, and the ability to train others within their organization or to work in partnership with RBGWS. The license and the trainer portfolio belong to the Licensed WM360 Wellness Coach Trainer and moves with them as they change employment adding to their professional status.

### **Pre-requisites:**

Current Wellness Mapping 360<sup>o</sup>™ “Wellness & Health” Coach Certification in good standing

### **What to expect from the Trainer Certification**

During this training you will:

- Become familiar with the Real Balance GWS – Wellness Coach Training Institute as an organization
- Become familiar with the different curriculum formats and delivery methods
- Demonstrate knowledge of and the ability to teach the wellness coaching 360<sup>o</sup>™ wellness & health coach materials, and tool usage
- Understand the ethics and liabilities of coaching and teaching
- Gain knowledge of the wellness coaching 360<sup>o</sup>™ wellness & health coach certification process
- Prepare personal stories, examples and exercises appropriate to the curriculum.
- Learn how to integrate deeper knowledge into the curriculum and tailor the content to your audience
- Understand the responsibilities of a WM360<sup>o</sup>™ instructor
- Learn to listen and respond to your audience in a way that encourages maximum student learning and class engagement.
- Learn to teach the wellness coaching 360<sup>o</sup>™ wellness & health coach certification curriculum
- Practice facilitation skills to master tone, field questions, facilitate exercises, and establish a safe/comfortable environment for participants.
- Develop a professional wellness & health coach trainer plan and identify areas of growth as a trainer.

**Requirements and Responsibilities:**

- Successful completion of the Wellness Mapping 360° Licensed Trainer Event
- Sign the Licensed Trainer Agreement clarifying trainer limitations and financial arrangements (*international agreements will be in place prior to this training*)

The Trainer is responsible for maintaining the integrity of all WM360°™ Wellness & Health Coach training and certifications by:

- Keeping accurate records
- Providing each student with new materials provided by RBGWS
- Ensuring that each student completes and hands in a participant evaluation
- Processing certificates & certifications with RBGWS

All licensed Instructors in good standing may renew every 3 years by documenting:

- 30 approved WM360°™ Coach Education contact hours. The “*Advanced Wellness Coaching: Competencies and Applications*” class must be completed within this time frame and can be used towards 20 of the needed 30 continuing education contact hours.
- Participation in a minimum of 50% of the 10 monthly Trainer Mentor Calls offered free of charge (unless other arrangements are made)
- Use and development of their trainer skills by teaching or co-teaching a minimum of 2 trainings in the three years.

# Train The Trainer – Outline and Daily Schedule

Marriott Residence Inn - Fort Collins - Colorado

October 26th - 27th - 28th (Thursday, Friday, and Saturday)

9am – 12:30 and 1:30 – 5:00pm Thursday & Friday with Saturday ending at 4pm

*Classes are kept small to allow personalized attention. All aspects of teaching the Wellness Mapping 360<sup>o</sup>™ "Wellness & Health Coach" Certification training curriculum are covered.*

## Thursday: 9:00 – 12:30

Give out materials and get to know one another

- How to conduct Wellness Mapping 360<sup>o</sup>™ Wellness and Health" Coach Training
  - Learn a bit more about the company and the copyrighted materials
  - General Overview of what is to come / layout of the materials for trainer session / Support for trainers
    - Our mission and why we do what we do!
    - Competencies we want coaches to have
  - Welcoming & attracting people to the training sessions
  - Creating a comfortable space - opening exercises and mood enhancing strategies
    - Teaching adult learners
    - Teaching a professionally diverse group
  - Facilitator materials needed
  - Student materials needed for different formats
  - Teaching - participants to change their behavior (the way they work with people) and their mindset
  - Teaching – Theoretical Foundations
    - Application of theory to practice
    - Contributing theories
  - Training formats and adapting the training to each
    - Live trainings
    - Teleconference
    - Webinars

- Working with the manual and Presentation
- Working with the Tools
- Additional materials

***Lunch on your own 12:30 – 1:30pm***

## Thursday: 1:30 – 5:00

- Teaching basic coaching concepts
- Teaching basic coaching skills
- Teaching Readiness for Change and making it applicable to coaching
- Group Dynamics and methods of working with groups
  - Working with difficult students
  - Reinforcing learning
  - Guiding the learning process
  - Staying on task
- Encouraging interactivity
  - Exercises during class
  - Demos
  - "Role play" has to be designed well or it doesn't work

***Daily debrief and dinner at your leisure***

**Friday: 9:00am – 12:30pm**

## WM360™ Methodology

- Learn how to teach - Assess & Explore
- Learn how to teach - The Wellness Plan
  - Working with the manual and PPT's
  - Working with the Tools
  - Additional materials
- Use of story and humor, metaphor, and Illustrative examples to reinforce learning
  - Guiding the learning process
  - Staying on task while encouraging interactivity
    - Exercises for these classes class
    - Demos for these classes
    - "Role plays" that do and do not work

***Lunch on your own 12:30 – 1:30pm*****Friday: 1:30pm – 5:00pm**

## WM360™ Methodology

- Learn how to teach – Accountability & Support
  - Exercises and additional material
- Learn how to teach – Ongoing Evaluation
- Learn how to teach – Measurable Outcomes
  - Getting participants involved in creating clear outcomes
  - Demos for these classes
  - "Role plays" that do and do not work
- Different Delivery models
  - Time Limited
  - Telephonic
  - HRA based

***Daily debrief and dinner at your leisure***

**Saturday: 9:00am - 12:30pm**

- Teaching - Coaching People with Health Challenges
  - Astonishing noncompliance - readiness for change in the health challenged client
  - Performing in different roles (2 hats)
  - What a coach needs to know about health challenges
  - Liability - Ethics - Being part of the medical team
  - Medical compliance and health coaching
  - How to critique a case study with participants

***Lunch on your own 12:30 – 1:30pm*****Saturday: 1:30pm – 4:00 pm**

- Working within different systems
  - Disease Mgmt. companies
  - EAP's
  - Hospitals
  - Employee wellness programs
- Paths of Wellness
  - Guided Journal
  - Coaching Portal
- Closing the class
  - Participant evaluations
  - Certification requirements
    - Buddy coaching
    - Class forums
    - Case Studies
    - Exam
    - Missed class make-ups
- How to work with RBGWS
  - Requirements/Agreements
  - License/copyrights
  - Support for your success
  - Procedures and paperwork

***Closing Comments, Workshop Evaluations & Farewell***