Interested in Becoming an Army Coach? The Army Talent Management Task Force has partnered with the United States Air Force to provide International Coaching Federation Accredited training course facilitated by Flatter Inc. to become an Army Coach. There will be 2 cohorts in FY24. Each Course is 16 weeks long. The 1st Cohort will begin o/a 6 February 2024, and the 2nd Cohort will begin o/a 6 August 2024. You will select your cohort preference on the application.

This is a short suspense and will require extensive application requirements.

APPLICATION WINDOW OPENS: 2 OCTOBER 2023

APPLICATION DEADLINE IS: 3 NOVEMBER 2022*

*Applications will cut off at 150 per cohort. Deadline will be shortened if this occurs.

Approximately 20 civilians will be selected for each cohort.

For more information and application submission, please email: usarmy.pentagon.hqda-dcs-g-1.mbx.army-coaching-program@army.mil

Cohort Consists Of
- Active Army, Army National Guard, Army Reserve
- Enlisted, Officer, Warrant Officer and Civilian
- Applicants should have a strong self-awareness, empathy, and a desire to assist others

Eligibility for Civilian APPLICANT selection:
- Applicants must have a minimum of 10 years of professional experience (Federal, non-federal, military)
- Applicants must have served as an Army civilian for at least 1 year
- Applicants must be a GS 12/13/14/15 or equivalent
- Applicant must be on a permanent career or career-conditional position
- Applicants must possess a Bachelor's degree (higher preferred)
- Applicants must not have completed another Accredited Coaching Program—This course is for beginners/new to coaching

Civilian Application Documents
- Resume
- Last 2 performance appraisals (full printout of employee and supervisor narrative)
- 2 Letters of Recommendation: 1 must be from your leadership, 2nd can be professional or personal)
- Latest SF50 clearly showing permanent career/career-conditional status and grade/pay band

- A completed training application. Must include supervisor and Command/Organization endorsement to be considered. *Application is new for FY24 and must be used. Any prior version will cause your application to be discarded.
- Copy of transcripts for bachelor's degree-can be unofficial

All application requirements must be combined into one PDF file and saved as your LAST, FIRST NAME, MI Coach Application and submitted to: usarmy.pentagon.hqda-dcs-g-1.mbx.army-coaching-program@army.mil

Additional Information:

Information about the program is below:

The application, the course schedule and how to apply is at the website below: Please copy and paste the link into your browser. https://talent.army.mil/acp/training/

All Applications will be Boarded at HQDA November 2023-January 2024 with Selectee List released by 20 January 2024.

This Course is centrally funded and there will be no cost to your organization for the cost of training, however, we do not pay salary costs. Salary costs, and the training time are the responsibility of the owning command.

Military members upon graduation can apply for a skill identifier: See this site for more information: https://talent.army.mil/acp/pdsi/

The course will be virtual and done through TEAMs. You must ensure that you have access to TEAMs capabilities during class times to attend this course.

Course Attendance Policy: Selectees will sign an attendance policy. A student can miss up to 6 regular sessions and must make them up within 2 weeks. Missing more than 36classes and/or not making up the classes in the prescribed 2-week period could result in dismissal from the program and the obligation of the student to pay back Army the cost of the program.

The schedule will be posted as soon as it is made available to us from Flatter Inc.

About the Army Coaching Program: *Your coaching duties will be performed as "as other duties as assigned". ** No additional pay is associated with these duties and salary will continue to be funded by your owning organization. You will remain with your current organization. *** Candidates/Selectees will not be relocated.

The Army Coaching Program is designed to create an internal to Army cadre of coaches. Upon graduation from the course, coaches will be required to make themselves available for at least a 2-year period to provide coaching and/or coach training to the Army Military and Civilian workforce. This coaching/training may be done telephonically, on a virtual/video platform and/or in person (if geographically feasible). Coach Clients will be geographically dispersed, and matching will not be based on location. Training locations may vary geographically and from in person to virtual based off of future program developments. The expectation is to provide up to 100 hrs of time within 2 years and the time commitment per pay period can vary with ACP needs and your availability.

The International Coaching Definition of Coaching is: ICF defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.

A Coach provides a confidential and supportive sounding board for their clients. They ask questions, challenge assumptions, help achieve clarity, provide resources, and yes, sometimes, with permission, provide advice. They often administer and help interpret 360-degree and behavioral assessments, conduct confidential interviews to help a client gain self-awareness, and establish development goals.

Army uses the ICF credentialing process. You can find out more about ICF and coaching on their website: https://coachingfederation.org

VR,

ACP Team