



Aura Leadership Coaching Model

Comprehensive 30-Hour Level 1 Certification Curriculum

Program Overview

Program Title:

Foundations of the Aura Leadership Model

Duration:

30 Hours (Enhanced Structure)

Accreditation Goal:

ICF Level 1 Foundation Program

Target Audience:

Experienced coaches, HR professionals, and leaders seeking developmental, systemic coaching expertise

Program Philosophy

This curriculum integrates the Three Pillars of the Aura Leadership Model with ICF Core Competencies to create transformative coaching capabilities. The program emphasizes experiential learning, competency-based assessment, and practical application of developmental coaching principles.

Module 1: Foundations of Conscious Coaching (8 Hours)

Learning Objectives:

- Understand the Aura paradigm vs. traditional coaching approaches
- Master ICF ethical guidelines and core competencies
- Apply vertical development and systems thinking principles
- Cultivate presence-based coaching partnerships

Student Notes

Learning Intent: Understand the Aura Model's philosophy, the Three Pillars, and Four Domains. Grasp key ICF ethics and competencies.

Preparation: Review provided readings on adult development (Kegan, Cook-Greuter), systems thinking (Senge, Meadows), and ICF Code of Ethics.

Key Takeaways:

The difference between traditional and developmental coaching.

The importance of ethical practice and confidentiality.

How to recognize developmental stages and systems patterns.

The role of presence in coaching.

Activities: Participate in group discussions, analyze transcripts, create causal loop diagrams, and engage in mindfulness exercises.

Reflection: After each session, journal insights and questions about your own coaching stance and ethical dilemmas.

Teacher Notes

Session Focus: Facilitate understanding of foundational concepts and their application in real coaching scenarios.

Instructional Tips:

Use case studies and ethical dilemmas to spark discussion.

Model reflective practice and presence throughout.

Encourage students to relate theory to their own coaching or leadership experience.

Assessment: Use formative questioning and group feedback to check understanding; collect reflective journals for review.

ICF Alignment: Emphasize Core Competencies 1 (Ethics) and 2 (Coaching Mindset).

Sample Questions

Ethics & Agreements:

What would you do if a client shares information that could harm others? How do ICF ethics guide your response?

How do you ensure clarity and mutual understanding when establishing a coaching agreement?

Vertical Development:

What is the difference between “horizontal” and “vertical” development in leadership?

What developmental stage is the client speaking from? What cues support your assessment?

How does focusing on “upgrading the operating system” differ from simply adding new skills?

Systems Thinking:

Where do you see feedback loops in your own organization or team?

What patterns or interconnections are emerging in this client’s story?

Sample Activities

Ethical Dilemma Case Study: In small groups, analyze a scenario where a leader faces a conflict of interest. Identify the ethical issues and propose a course of action using ICF guidelines.

Developmental Transcript Analysis: Read a coaching session transcript and highlight phrases indicating the client’s developmental center of gravity.

Causal Loop Mapping: Draw a simple causal loop diagram for a challenge you’re currently facing at work.

Self-Assessment & Quiz: Module 1

Foundations

Instructions: Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree) based on your understanding and application of Module 1 concepts.

1. I am able to identify the developmental stage my client is operating from.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

2. I consciously apply systems thinking when listening to a client's story.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

3. I maintain a non-judgmental, present-centered stance during coaching.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

More detailed ethical decision-making case studies and developmental language analysis exercises will be provided during the session.

Hour by Hour Breakdown: Module 1

Hour 1: Introduction to Aura Paradigm & ICF Ethics Foundation

Content: The case for developmental leadership coaching; Aura Model overview; ICF Code of Ethics deep dive

Activity: Ethical scenarios analysis; "Horizontal Trap" discussion

Assessment: Ethical decision-making case studies

ICF Competency: Demonstrates Ethical Practice

Hour 2: ICF Core Competencies Deep Dive & Ethical Practice

Content: Eight ICF competencies in depth; Integration with Aura approach

Activity: Competency self-assessment; Peer evaluation practice

Assessment: Competency demonstration scenarios

ICF Competency: Embodies a Coaching Mindset

Hour 3: Vertical Development Theory: Kegan & Cook-Greuter Models

Content: Adult development stages; Horizontal vs. vertical growth; Developmental assessment

Activity: Personal development reflection; Stage identification practice

Assessment: Developmental language analysis

ICF Competency: Embodies a Coaching Mindset

Hour 4: Identifying Developmental Centers of Gravity in Coaching

Content: Recognizing developmental patterns in client language; Coaching to the developmental edge

Activity: Case study transcript analysis; Developmental coaching practice

Assessment: Client developmental assessment exercise

ICF Competency: Evokes Awareness

Hour 5: Systems Thinking Fundamentals: Senge & Meadows Approaches

Content: Systems principles; Feedback loops; Interconnections; Leverage points

Activity: Personal system mapping; Senge's 11 laws exploration

Assessment: Systems thinking application exercise

ICF Competency: Evokes Awareness

Hour 6: Causal Loop Mapping & Systems Perspective Practice

Content: Creating causal loop diagrams; Identifying system patterns; Intervention points

Assessment: Systems map creation and presentation

ICF Competency: Evokes Awareness

Hour 7: Presence-Based Partnership & Psychological Safety

Content: Defining coaching presence; Creating psychological safety; Transformative relationships

Activity: Guided mindfulness practice; Presence cultivation exercises

Assessment: Presence self-evaluation; Peer feedback

ICF Competency: Cultivates Trust and Safety, Maintains Presence

Hour 8: Foundations Integration & Competency Assessment

Content: Integrating Three Pillars; Personal learning synthesis; Competency self-assessment

Activity: Integration reflection; Learning partner consultation

Assessment: Foundation competencies evaluation; Development planning

ICF Competency: All foundational competencies

Module 2: Cultivating the Coach's Stance (6 Hours)

Learning Objectives:

Develop authentic coaching presence and mindfulness practices
Integrate somatic awareness and trauma-informed principles
Master fluid movement between the Four Domains

Student Notes

Learning Intent: Develop personal presence, mindfulness, and somatic awareness; practice fluidity between the Four Domains.

Preparation: Read about mindfulness in coaching and somatic practices.

Key Takeaways:

Techniques for centering and deep listening.

Recognizing and naming somatic cues.

Trauma-informed coaching basics.

The Four Domains and how to navigate them.

Activities: Participate in peer triads, body scan exercises, and observe domain transitions in live demos.

Reflection: Note moments of presence or distraction in practice; reflect on somatic experiences and their impact on coaching.

Teacher Notes

Session Focus: Guide experiential learning and self-awareness exercises.

Instructional Tips:

Demonstrate centering and mindfulness practices.

Facilitate safe spaces for sharing somatic experiences.

Use live demonstrations to illustrate domain fluidity.

Assessment: Observe triad practices, provide feedback, and facilitate group debriefs.

ICF Alignment: Highlight Core Competencies 4 (Trust/Safety), 5 (Presence), and 6 (Listening).

Sample Questions

Presence & Mindfulness:

What internal signals tell you that you are fully present with a client?

How do you recover your presence if you notice you've become distracted?

Somatic Awareness:

What physical sensations arise for you during challenging coaching moments?

How can you respectfully invite a client to notice their own bodily cues?

Domain Fluidity:

How do you decide when to shift from exploring context to meaning with a client?

Sample Activities

Mindful Listening Triads: In groups of three, one person shares, one listens deeply without interruption, and one observes. Switch roles and discuss the experience.

Body Scan Exercise: Guided meditation focusing on noticing sensations, followed by journaling about insights or surprises.

Domain Navigation Demo: Watch a live demonstration where the coach intentionally moves between two domains. Debrief as a group: What cues prompted each transition?

Self-Assessment & Quiz: Module 2 Coach's Stance

Instructions: Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree) based on your understanding and application of Module 2 concepts.

1. I can recognize and name somatic cues in myself and my clients.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

2. I support clients in integrating personal growth into their wider ecosystem.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

3. I help clients design small, safe-to-fail experiments for change.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

Reflective assessments on presence and somatic experiences will be integrated into practical sessions.

Hour by Hour Breakdown: Module 2

Hour 9: Developing Coaching Presence & Strategic Silence

Content: Presence cultivation techniques; Strategic use of silence; Centering practices

Activity: Triads practice with deep listening; Silence experiments

Assessment: Presence demonstration; Peer feedback

ICF Competency: Maintains Presence, Listens Actively

Hour 10: Somatic Awareness & Trauma-Informed Principles

Content: Body-based wisdom; Trauma-informed coaching; Somatic cues recognition

Activity: Body scan practice; Somatic awareness exercises

Assessment: Somatic awareness integration plan

ICF Competency: Cultivates Trust and Safety

Hour 11: Body-Based Coaching Techniques & Practice

Content: Integrating soma into coaching; Physical sensations as data; Embodied coaching

Activity: Pairs practice with somatic awareness; Sensation naming exercises

Assessment: Somatic coaching practice session

ICF Competency: Evokes Awareness, Maintains Presence

Hour 12: The Four Domains Overview & Fluid Movement

Content: Contextual Illumination, Meaning Exploration, Prototype Co-Creation, Ecosystem Integration

Activity: Domain identification exercises; Transition practice

Assessment: Domain fluidity demonstration

ICF Competency: Facilitates Client Growth

Hour 13: Coach Demonstration & Observation Practice

Content: Expert coaching demonstration across domains; Observation skills

Activity: Live coaching demo; Structured observation and feedback

Assessment: Observation and feedback quality

ICF Competency: All competencies (observation focus)

Hour 14: Personal Presence Development Plan

Content: Individual presence assessment; Development planning; Practice commitment

Activity: Personal reflection; Peer coaching on presence goals

Assessment: Presence development plan creation

Module 3: The Aura Coaching Process in Action (10 Hours)

Learning Objectives:

Master the Four Domains of Aura coaching practice
Integrate all domains in comprehensive coaching sessions
Demonstrate proficiency in developmental coaching approach

Student Notes

Learning Intent: Gain practical experience in each of the Four Domains and integrate them into full coaching sessions.

Preparation: Review domain-specific techniques and prepare for peer coaching.

Key Takeaways:

Skills in contextual illumination, meaning exploration, prototype co-creation, and ecosystem integration.

How to design and facilitate safe-to-fail experiments.

Integrating client growth with systemic impact.

Activities: Engage in peer coaching, design experiments, brainstorm integration strategies, and participate in observed sessions.

Reflection: After each session, self-assess using the Aura Competency Matrix; seek and offer peer feedback.

Teacher Notes

Session Focus: Supervise hands-on practice and integration of all domains.

Instructional Tips:

Structure peer coaching for maximum feedback and learning.

Use observation rubrics aligned with ICF and Aura competencies.

Debrief with both strengths and areas for growth.

Assessment: Conduct observed sessions, use structured rubrics, and facilitate feedback rounds.

ICF Alignment: Focus on Core Competencies 6 (Listening), 7 (Evoking Awareness), and 8 (Facilitating Growth).

Sample Questions

Contextual Illumination:

What questions help a client map their current reality without judgment?

How do you avoid moving too quickly to solutions?

Meaning Exploration:

What's the deeper value or belief underlying this client's stated goal?

How can narrative techniques help surface client wisdom?

Prototype Co-Creation:

What would a "5% shift" look like for this client?

How do you ensure new behaviors are safe-to-fail experiments?

Ecosystem Integration:

How might this client's growth ripple out to their team or organization?

What support structures could help sustain change?

Sample Activities

Peer Coaching Practice: Practice a 20-minute session focused solely on contextual illumination. Peers give feedback on the coach's ability to stay in the domain.

Powerful Questions Workshop: In pairs, brainstorm and test open-ended questions for meaning exploration.

Prototype Design Lab: Design a small experiment for a client's goal. Role-play the conversation to introduce and refine it.

Integration Brainstorm: In groups, map out how a client's new habit could be embedded in their team's workflow.

Self-Assessment & Quiz: Module 3 Process in Action

Instructions: Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree) based on your understanding and application of Module 3 concepts.

1. I effectively use contextual illumination to help clients map their reality without judgment.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

2. I guide clients to explore deeper meaning and values relevant to their challenges.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

3. I assist clients in designing practical, safe-to-fail prototypes for new behaviors.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

Peer coaching assessments and observed sessions will provide deeper evaluation of these skills.

Hour by Hour Breakdown: Module 3

Hour 15: Domain 1 - Contextual Illumination: Reality Mapping

Content: Creating comprehensive reality maps; Non-judgmental inquiry; Values-based assessment

Activity: Reality mapping practice; Partner coaching on context

Assessment: Context illumination quality evaluation

ICF Competency: Listens Actively, Evokes Awareness

Hour 16: Contextual Illumination Practice & Feedback

Content: Deepening contextual inquiry skills; Advanced questioning techniques

Activity: Extended coaching practice; Structured feedback sessions

Assessment: Peer evaluation using ICF competencies

ICF Competency: Listens Actively, Evokes Awareness

Hour 17: Domain 2 - Meaning Exploration: Values-Based Inquiry

Content: Connecting challenges to values; Narrative techniques; Belief deconstruction

Activity: Values exploration coaching; Meaning-making facilitation

Assessment: Meaning exploration depth evaluation

ICF Competency: Evokes Awareness, Facilitates Client Growth

Hour 18: Meaning Exploration Practice & Reflection

Content: Advanced meaning-making techniques; Purpose connection; Wisdom evocation

Activity: Extended meaning exploration practice; Reflection and integration

Assessment: Meaning facilitation quality assessment

ICF Competency: Evokes Awareness, Facilitates Client Growth

Hour 19: Domain 3 - Prototype Co-Creation: Habit Formation Science

Content: Habit formation research; 5% shift experiments; Behavior change science

Activity: Experiment design practice; Small shift identification

Assessment: Prototype design quality evaluation

ICF Competency: Facilitates Client Growth

Hour 20: Prototype Development & Somatic Rehearsal

Content: Safe-to-fail experiments; Somatic rehearsal techniques; Implementation planning

Activity: Prototype co-creation practice; Embodied rehearsal sessions

Assessment: Co-creation effectiveness evaluation

Hour 21: Domain 4 - Ecosystem Integration: Systemic Impact

Content: Personal change to system change; Amplification strategies; Team integration

Activity: System integration planning; Stakeholder consideration

Assessment: Systems integration plan quality

ICF Competency: Facilitates Client Growth, Evokes Awareness

Hour 22: Ecosystem Integration Practice & Planning

Content: Advanced integration techniques; Sustainable change strategies

Activity: Integration coaching practice; Systemic planning sessions

Assessment: Integration facilitation evaluation

ICF Competency: Facilitates Client Growth

Hour 23: Full Session Practice - All Domains Integration

Content: Seamless domain integration; Flow state coaching; Advanced facilitation

Activity: 45-minute coaching sessions; Observer feedback

Assessment: Comprehensive session evaluation

ICF Competency: All competencies integrated

Hour 24: Peer Coaching Assessment & Feedback

Content: Formal peer assessment; Competency evaluation; Development feedback

Activity: Observed coaching sessions; Structured assessment process

Assessment: ICF competency-based evaluation

ICF Competency: All competencies (assessment focus)

Module 4: Measuring Impact & Professional Practice (6 Hours)

Learning Objectives:

Master the Client Transformation Impact (CTI) Framework
Design effective client assessment and partnership agreements
Develop implementation roadmap and supervision plan

Student Notes

Learning Intent: Learn to measure coaching impact and establish professional practices for ongoing development.

Preparation: Study the Client Transformation Impact (CTI) framework and sample reports.

Key Takeaways:

How to gather and present impact data ethically.

Using radar charts for visualizing client progress.

Best practices for client assessment and contracting.

The importance of supervision and community.

Activities: Review CTI reports, role-play intake sessions, and create a personal development plan.

Reflection: Draft a 3-month growth plan and identify support resources.

Teacher Notes

Session Focus: Teach impact measurement, professional contracting, and ongoing development strategies.

Instructional Tips:

Provide real CTI examples and facilitate group interpretation. Role-play intake and contracting to reinforce boundaries and agreements.

Encourage commitment to ongoing supervision and learning communities.

Assessment: Review development plans and assess role-play performance.

ICF Alignment: Reinforce Core Competencies 3 (Agreements) and 8 (Facilitating Growth).

Sample Questions

CTI Framework:

How would you explain the three dimensions of the CTI framework to a client?

What ethical considerations arise in gathering and sharing impact data?

Client Assessment:

What signs suggest a client is ready for developmental coaching?

How do you clarify boundaries and expectations in a coaching agreement?

Professional Growth:

What will your personal development plan focus on over the next three months?

How can you leverage supervision or community for ongoing growth?

Sample Activities

CTI Report Review: Examine a sample CTI radar chart. In small groups, discuss how you would present the data to a client and what follow-up questions you might ask.

Intake & Contracting Role-Play: Take turns playing coach and client in a simulated intake session. Practice clarifying goals, boundaries, and agreements.

Development Plan Creation: Draft a personal development plan using the Aura Competency Matrix. Share highlights with a peer for feedback.

Self-Assessment & Quiz: Module 4 Impact & Practice

Instructions: Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree) based on your understanding and application of Module 4 concepts.

1. I am confident in explaining the CTI framework to clients.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

2. I can effectively establish clear boundaries and agreements with clients.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

3. I have a clear plan for my ongoing professional development and supervision.

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

CTI report review and role-play assessments will further test these competencies.

Hour by Hour Breakdown: Module 4

Hour 25: CTI Framework: Three Dimensions Deep Dive

Content: Personal Growth, Relational Ripple, Systemic Influence dimensions; Assessment methodology

Activity: CTI framework application; Sample assessment review

Assessment: CTI framework comprehension test

ICF Competency: Facilitates Client Growth

Hour 26: Radar Chart Assessment & Data Gathering Ethics

Content: Radar chart creation; Ethical data gathering; Client presentation techniques

Activity: Radar chart development; Ethical scenario practice

Assessment: Assessment tool creation and ethics evaluation

ICF Competency: Demonstrates Ethical Practice

Hour 27: Client Intake & Partnership Agreement Design

Content: Developmental coaching readiness; Agreement templates; Boundary setting

Activity: Intake session role-play; Agreement co-creation practice

Assessment: Intake and contracting effectiveness

ICF Competency: Establishes and Maintains Agreements

Hour 28: Organizational Context & Boundary Management

Content: Organizational coaching dynamics; Ethical boundaries; Stakeholder management

Activity: Complex scenario navigation; Boundary setting practice

Assessment: Boundary management scenario evaluation

ICF Competency: Demonstrates Ethical Practice

Hour 29: Implementation Roadmap & Supervision Planning

Content: 6-month implementation plan; Supervision requirements; Community engagement

Activity: Personal implementation planning; Supervision arrangement

Assessment: Implementation plan quality evaluation

ICF Competency: Embodies a Coaching Mindset

Hour 30: Program Integration & Commitment to Mastery

Content: Learning integration; Ongoing development planning; Community commitment

Activity: Comprehensive reflection; Public commitment ceremony

Assessment: Integration demonstration; Mastery commitment

Assessment Framework

Competency Evaluation Methods

Observational Assessment: Live coaching sessions evaluated against ICF Core Competencies

Peer Feedback: Structured feedback using Aura Competency Matrix

Self-Reflection: Regular competency self-assessment and development planning

Case Study Analysis: Application of Aura principles to complex coaching scenarios

Portfolio Development: Documentation of learning journey and competency growth

Graduation Requirements

Complete all 30 hours of training

Demonstrate proficiency in all 8 ICF Core Competencies at ACC level

Pass written assessment on Aura Model theoretical foundations

Successfully complete observed coaching session evaluation

Submit reflective portfolio demonstrating integration of learning

Commit to ongoing supervision and development plan

Continuing Education Pathways

Advanced Aura Level 2 Certification (additional 30+ hours)

Specialized domain-specific training

Supervision and mentor coach training

Community of practice participation

Implementation Guidelines

Instructor Qualifications

ICF PCC or MCC credential required
Demonstrated expertise in adult development theory
Systems thinking and somatic coaching experience
Training in the Aura Leadership Model

Program Resources

Participant workbook with exercises and assessments
Access to online learning platform
Peer coaching partnership facilitation
Supervision network connection

Quality Assurance

Regular curriculum review and updates
Participant feedback integration
Competency assessment calibration
Outcome measurement and improvement
This enhanced 30-hour curriculum provides a comprehensive foundation in the Aura Leadership Coaching Model while meeting ICF standards for professional coach development. The program balances theoretical knowledge with practical application, ensuring participants develop both competency and confidence in transformative coaching practice.

General Guidance

General Guidance for Teachers

Create a Safe, Inclusive Environment: Model psychological safety and encourage vulnerability and curiosity.

Balance Theory and Practice: Use a mix of lectures, discussions, case studies, and experiential activities.

Foster Reflective Practice: Encourage regular journaling, peer feedback, and self-assessment.

Use Data and Feedback: Employ observation rubrics, self-assessment tools, and peer review to guide student development.

Adapt to Learner Needs: Adjust pacing and content depth based on student feedback and observed competence.

General Guidance for Students

Engage Actively: Participate fully in discussions, practices, and feedback sessions.

Reflect Often: Use provided journals and tools to track your learning journey.

Seek Feedback: Embrace constructive feedback from peers and instructors.

Apply Learning: Bring real coaching or leadership challenges to practice sessions.

Commit to Growth: Use your development plan to guide ongoing learning beyond the course.

These notes are designed to ensure both students and teachers have clear expectations, practical tools, and a supportive structure for delivering and experiencing the Aura Leadership Coaching Model in alignment with ICF standards and best practices in coaching education.

Conclusion: The Journey to Mastery

Implementing the Aura Leadership Model represents both a professional journey and personal development process for coaches. As practitioners develop mastery in this approach, they not only transform their clients but also experience their own vertical development through the integration of sophisticated frameworks, presence-based practices, and systems thinking applications.

The comprehensive nature of this model—integrating vertical development, systems thinking, and presence-based partnership—creates a powerful framework for fostering conscious, systemic, and transformative leadership. Through the four fluid domains of practice, coaches can help leaders cultivate their unique leadership aura, creating ripple effects throughout their organizations and contributing to the evolution of leadership consciousness in our complex world.

This curriculum provides the structure, tools, and resources needed to begin using the Aura Leadership Model effectively while recognizing that true mastery comes through practice, reflection, and continuous learning. By following the outlined roadmap and utilizing the provided templates and frameworks, coaches can develop the competencies necessary to facilitate profound transformation in their clients while contributing to the larger movement toward conscious, developmentally-informed leadership coaching.

Ready to transform your leadership?

Contact us at info@auramodel.com |
www.auramodel.com