



UNLEARNING
STUDIO

Rethink Reframe Realize



The Systemic Coaching *Lab*

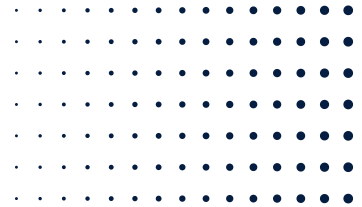


24 MAY 2026

AT 5:15PM



ZOOM (VIRTUAL)



Where coaching moves beyond conversations into patterns, systems, and sustainable transformation.



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PROGRAM ARCHITECTURE (65 HOURS)

Overview

In a world shaped by complexity, rapid change, and diverse ways of thinking, coaching demands more than technique—it requires depth, awareness, and adaptability.

The Systemic Coaching Lab™ is designed to develop coaches who can see beyond the obvious, listen beneath the surface, and create meaningful, lasting transformation.

Aligned with global standards and grounded in real-world practice, this program goes beyond certification to **build a powerful coaching identity**—one that **integrates systemic thinking, reflective mastery, and human insight**.

This is not just where you learn coaching. This is where you become **the coach people trust with real change**.



nivarti@unlearning.studio



<https://www.unlearning.studio>



Design Philosophy

- 30% Conceptual grounding
- 50% Practice (live coaching, triads, labs)
- 20% Reflection, feedback, supervision
- Built around:



“Observe → Practice → Reflect → Integrate → Demonstrate”

Structure Overview

Module	Theme	Hours
1	Foundations of Coaching & ICF Framework	6
2	Coaching Mindset & Presence	8
3	Ethics & Professional Standards	5
4	Coaching Agreements & Contracting	6
5	Trust, Safety & Coaching Relationship	6
6	Coaching Presence (Deep Practice Lab)	5
7	Active Listening Mastery	8
8	Powerful Questioning & Awareness	8
9	Facilitating Client Growth	7
10	Integration Labs + Mentor Coaching	6





Module Outline

1

Foundations of Coaching (6 hrs)

Competencies: All (orientation)

Outcomes

- Understand coaching vs mentoring, consulting, therapy
- Internalize ICF coaching definition & philosophy
- Introduction to competency model

Experiential Activities

- Coaching vs Non-Coaching role-play comparison
- “Bad coaching vs Good coaching” analysis lab
- Self-assessment against ACC readiness

ACC Markers Focus

- Maintains coaching stance (not advice-giving)
- Demonstrates basic client partnership





Module Outline

2

Embodying Coaching Mindset (8 hrs)

Competency 2: Embodies a Coaching Mindset

Outcomes

- Develop reflective practice
- Recognize bias, assumptions, triggers
- Build emotional regulation & self-awareness

Experiential Activities

- Guided reflective journaling loops
- "Bias in coaching" simulation
- Somatic awareness exercises
- Coaching supervision circle (intro)

ACC Markers Focus

- Shows curiosity vs judgment
- Demonstrates awareness of self in session
- Maintains client-centered focus





Module Outline

3

Ethics & Professional Standards (5 hrs)

Competency 1: Demonstrates Ethical Practice

Outcomes

- Apply ICF Code of Ethics
- Understand boundaries & referrals
- Confidentiality & stakeholder dynamics

Experiential Activities

- Ethical dilemma simulations
- Case study: sponsor vs client conflict
- Boundary-setting role plays

ACC Markers Focus

- Maintains confidentiality
- Clearly distinguishes coaching from other modalities
- Uses respectful, inclusive language





Module Outline

4

Establishing Agreements (6 hrs)

Competency 3: Establishes and Maintains Agreements

Outcomes

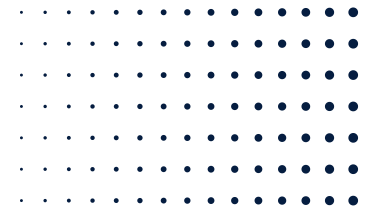
- Contracting (session + engagement level)
- Defining outcomes & success measures
- Managing session flow

Experiential Activities

- Live contracting simulations
- "Vague goal to clear outcome" drills
- Session structuring practice

ACC Markers Focus

- Clarifies session objective
- Aligns on outcomes and success criteria
- Maintains session focus





Module Outline

5

Cultivating Trust & Safety (6 hrs)

Competency 4: Cultivates Trust and Safety

Outcomes

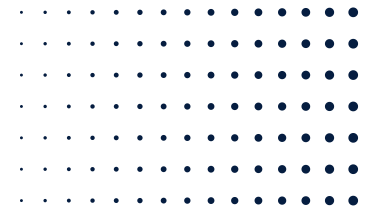
- Build psychological safety
- Work with identity, context, diversity
- Demonstrate empathy authentically

Experiential Activities

- Trust-building micro-behavior labs
- Deep empathy practice circles
- “Unsafe vs Safe coach” contrast

ACC Markers Focus

- Demonstrates respect and empathy
- Acknowledges client’s uniqueness
- Creates supportive environment





Module Outline

6

Coaching Presence (5 hrs)

Competency 5: Maintains Presence

Outcomes

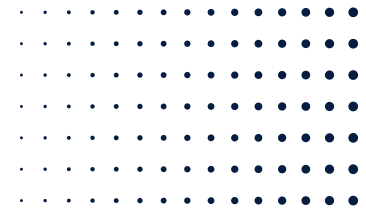
- Develop deep presence
- Work with silence and intuition
- Stay grounded in uncertainty

Experiential Activities

- Silence practice lab
- "Stay vs Fix" challenge exercise
- Coaching under emotional intensity

ACC Markers Focus

- Stays present and responsive
- Demonstrates comfort with silence
- Manages own reactions





Module Outline

7

Active Listening Mastery (8 hrs)

Competency 6: Listens Actively

Outcomes

- Multi-level listening (words, emotions, energy, patterns etc)
- Recognize shifts, themes, energy
- Reflect and summarize effectively

Experiential Activities

- Listening triads (coach/client/observer)
- "Listen beyond words" drills
- Pattern recognition exercises

ACC Markers Focus

- Reflects accurately
- Notices emotional cues
- Demonstrates curiosity





Module Outline

8

Evoking Awareness (8 hrs)

Competency 7: Evokes Awareness

Outcomes

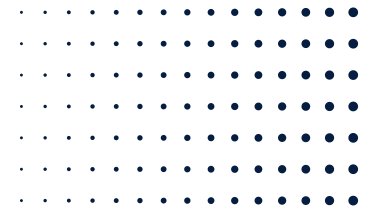
- Ask powerful, open-ended questions
- Facilitate insight and reframing
- Use metaphors, challenge, silence

Experiential Activities

- Questioning ladder drills
- Reframing practice
- "Insight generation lab"

ACC Markers Focus

- Asks open, non-leading questions
- Supports new perspectives
- Uses observations effectively





Module Outline

9

Facilitating Client Growth (7 hrs)

Competency 8: Facilitates Client Growth

Outcomes

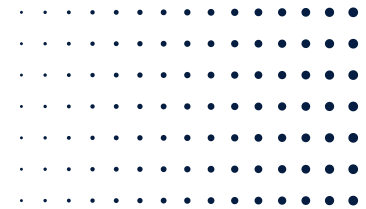
- Translate insight into action
- Build accountability structures
- Support autonomy

Experiential Activities

- Action design labs
- Accountability contracting
- Progress review simulations

ACC Markers Focus

- Supports client-designed actions
- Encourages ownership
- Tracks progress and learning





Module Outline

10

Integration + Mentor Coaching (6 hrs)

Competencies: All (Integration)

Outcomes

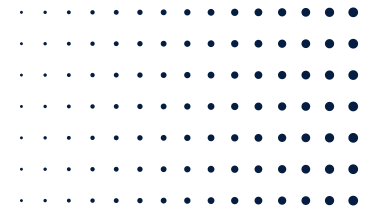
- Integrate all competencies
- Practice full coaching conversations
- Receive structured feedback

Experiential Activities

- 3 Full coaching sessions (observed)
- Group mentor coaching
- ACC performance calibration

Deliverables

- Recorded coaching sessions
- Feedback aligned to ACC markers
- Individual development plan





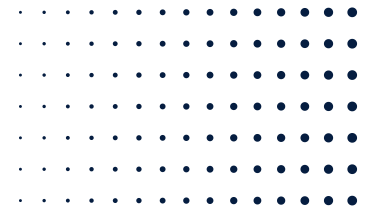
ASSESSMENT DESIGN (ACC ALIGNED)

Continuous Assessment


- Observation checklists mapped to competencies
- Peer + facilitator feedback

Final Evaluation

- 30–45 min recorded coaching session
- Evaluated against ACC-level markers:
 - Basic partnership established
 - Coaching presence maintained
 - Questions evoke some awareness
 - Listening reflects client meaning
 - Actions align with client goals




EXPERIENTIAL LEARNING ELEMENTS



TRIADS
(Coach–Client–Observer)
Learn in a safe, structured environment with diverse perspectives.



FISHBOWL DEMONSTRATIONS
Watch real coaching in action and debrief key moments together.



REAL-PLAY (NOT ROLE-PLAY)
Work with real clients on real challenges for real impact and growth.



REFLECTIVE JOURNALING
Deepen self-awareness and track your growth through guided reflection.



COACHING SUPERVISION CIRCLES
Gain insights, support and challenge in a trusted community of coaches.





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DISTINCTIVE FEATURES (ADVANCED EDGE)

Systems Thinking Integration

- Map “client systems” influence explicitly
- Pattern recognition across sessions

AI-Augmented Coaching Reflection

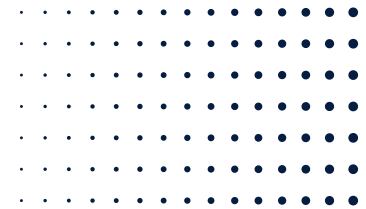
- Use AI for transcript review & pattern detection

Neurodiversity & Cognitive Diversity Lens

- Adapt coaching styles dynamically

Supervisor Lens (Meta-Coaching)

- Introduce reflective supervision early (rare at ACC level)



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Top 50
Thought Leader

Coaching

thinkers
360



FACILITATOR

Nivarti Jayaram
Stop yourself from stopping yourself

“Challenge the status quo and continuous self-discovery through Unlearning” is what he strongly believe in and it helps me in extending my horizons consistently.

An ICF & EMCC Credentialed Executive Coach with experience of coaching Senior Executives, StartUp Founders, Organizational Teams in enhancing their performance levels and realise their full potential helping their organizations to thrive & excel.

Uses coaching approach that integrates systemic coaching & relationship systems coaching to maximise the systemic awarness & client growth.



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