

Aspire
Coach
Training



Level 1

Foundation in Professional Coaching Skills

Overview & Dates for 2026 / 2027

Version 5 - Mar7 2026



2 Partnering with you on your coaching journey



Lawrence Kubie, in “The Forgotten Man in Education” made the point that one ultimate goal of education is to help the person become a human being, as fully human as he can possibly be. Especially with adults ... the job is...to help them to be more perfectly what they already are, to be more full, more actualizing, more realizing, in fact what they are in potentiality.

Maslow, A.H. (1993) The Farther Reaches of Human Nature.

ASPIRE COACH TRAINING is led by Ailbhe Harrington, MA MCC, who has trained over 500 coaches on ICF-accredited programmes since 2009.

With the support of an experienced team of professional coaches and coaching mentors, we bring an updated and fresh approach to coach training.

Our programmes are ideal for anyone looking to embark on a new career as a professional coach or those who want to bring coaching or a coaching approach into their current organisation or professional roles.

Our mission is to create a psychologically safe educational journey that enables each person to experience becoming as fully human as possible, accessing their full potential so that they in turn can enable others to become as fully human as possible and accessing their full potential.

Our vision is to be a catalyst that generates love and compassion in societies, families, organisations, and the world.



As a member of the International Coaching Federation, Aspire Coach Training and all faculty members are committed to and agree to be accountable to the ICF Code of Ethics.

The ICF Code of Ethics outlines the ICF core values, ethical principles, and standards of behaviour for all ICF professional coaches. They can be viewed [here](#).

We are committed to the ICF Values of Professionalism, Collaboration, Humanity and Equity.

Aspire Coach Training commits to acting with integrity and transparency in all of its activities. We hold ourselves and our participants to the highest level of integrity and strive to be open and clear about our policies, processes, actions, and ethics.

Our learning philosophy and values

Our philosophy and values form the steady base that guide us in how we work together as a faculty and in how we engage with every individual who chooses to learn and grow as a coach with us.

- We believe that to learn and grow we need to be in a psychologically safe environment
- Our mindset is one of continuous improvement and this underpins all our offerings
- We believe that we are all creative, resourceful and whole
- There is no such thing as failure only trial and grow
- Our vulnerability is our greatest strength
- We coach the "WHO" of the person not the "What" or story
- As coaches we are the most important tool in coaching, and with that we need to develop self-awareness and be able to get out of our own way
- Safety comes before challenge, yet we need to step into challenge as coaches
- To become an authentic coach, we have to experience the journey of being a coachee, with all the highs, lows and vulnerability
- The quality of our relationship with ourselves is vital if we are to be truly present, compassionate, transparent and authentic in how we coach
- We are passionate about coaching and want all coaches to be experienced as credible and professional



Level 1 Programme

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This ICF-Accredited Level 1 coach training will enable you to gain a recognised professional qualification, the Associate Certified Coach Credential with the International Coaching Federation (ICF). It is a highly experiential programme focusing on developing the core competencies and skills that have been set out by International Coaching Federation. In addition, it is about growing your coaching mindset, and increasing your self-awareness so that you can be an effective professional coach. We draw on thinking from Neuroscience, Transactional Analysis, Neuro Linguistic Programming and Carl Rogers Client Centred approach.

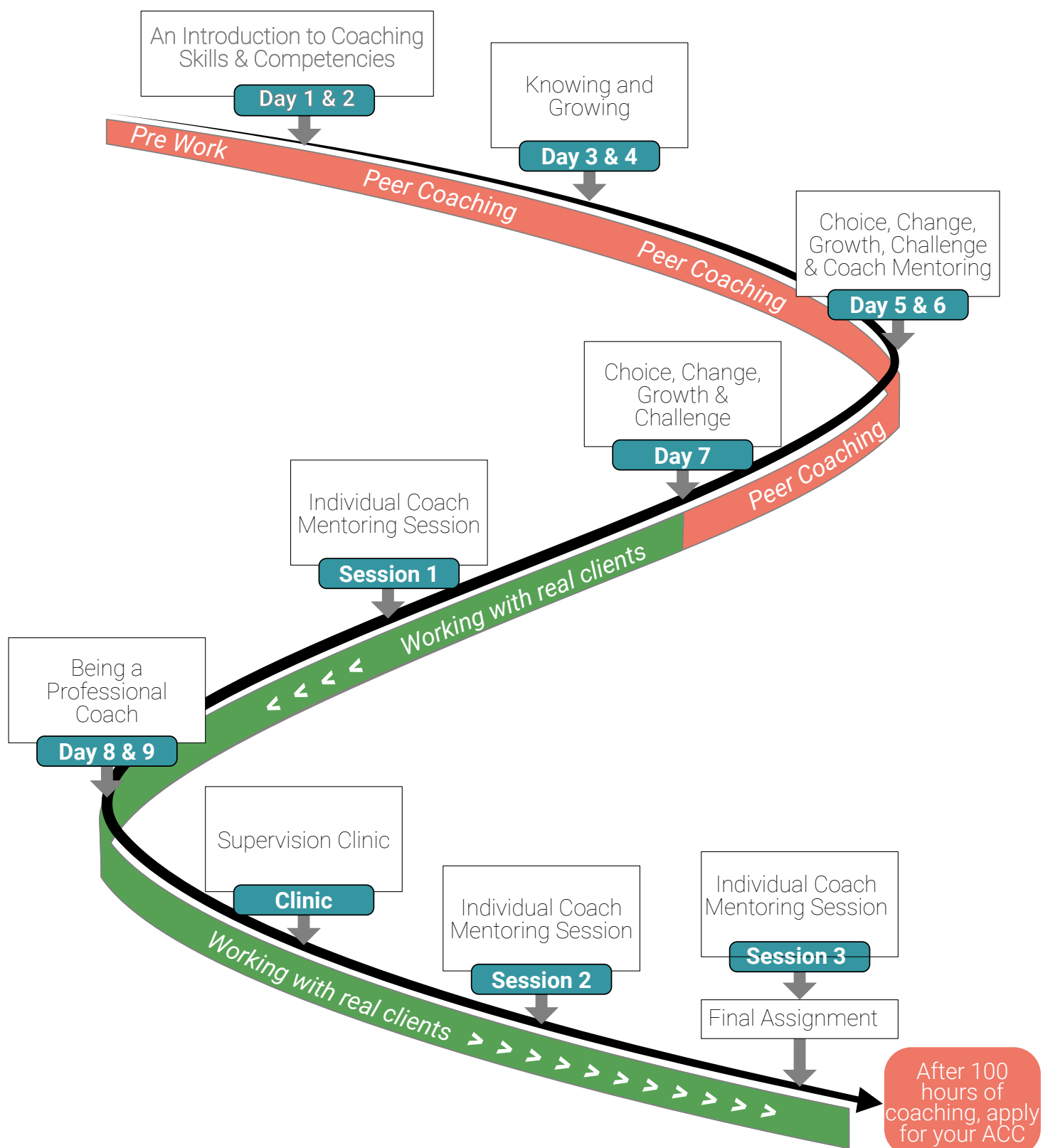
We create a psychologically safe environment for learning, and our style reflects a person-centred approach to adult learning. Our online training days which comprise your synchronous learning hours use the principal method of experiential learning: learning by doing, coupled with personal reflection and exploration. We have tutor inputs, interactive sessions, discussions, practice with observation and feedback, live demonstrations of coaching by credentialed coaches; MCC, PCC and ACC, a group coach mentoring day and 3 x 60mins 1:1 coach mentoring sessions.

There are also additional self-directed asynchronous learning hours that are completed outside of the training days. These include a reflective journal, short assignments, quizzes, recorded coaching demonstrations to review and learn from, short questionnaires, reflective questions, and preparation for your individual coach mentoring sessions.

We also provide resources to support you for when you with set up a business as coach or working as an internal coach when you complete the programme. Finally, to integrate the skills that you are learning you also engage in peer-to-peer coaching and coaching real clients during the programme so that you start to build you coaching experience and hours as a coach.



Programme Overview



Programme Outline

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Day 1 & 2

An Introduction to Coaching Skills & Competencies

- Introduction to the ICF competencies
- Psychological Safety
- Coaching Presence
- Coaching Mindset
- Establishes and Maintains agreements
- Listening, Questioning & Feedback Skills
- Listening for the who of the client
- Live Demonstrations of coaching
- Coaching Practice and Feedback

Day 3 & 4

Knowing and Growing

- Listening & Questioning Skills
- Values, ICF ethics and coaching
- Positive & Conversational Intelligence
- Communication Styles
- Generating options
- Action Planning
- Live Demonstrations of coaching
- Coaching Practice and Feedback

Day 5 & 7

Choice, Change, Growth & Challenge

- Authoring our narrative
- Empowering and Limiting Beliefs
- Life positions
- Emotions in the process of change
- Balancing support and challenge
- Live Demonstrations of coaching
- Coaching Practice and Feedback

Day 6

Group Coach Mentoring

- 7 hours of group coach mentoring
- Evidencing competencies in action
- Analysing a recording
- Analysing live coaching
- Teach-backs on each competency
- Coaching Mindset
- Reflective practice

Day 8 & 9

Being a Professional Coach

- Contracting with multi stakeholders
- Use of metaphor in coaching
- Discounting
- Accessing our intuition as coaches
- Understanding psychological games
- Referring on and practice issues
- Creating a coaching framework
- Positive messages in coaching
- Managing endings in coaching
- Coaching Practice and Feedback

Supervision

Supervision Clinic (3 hours)

- Introduction to supervision in coaching
- ICF ethics and ethical practice
- Supervision on any practice issues whilst working with real clients

Mentoring

One to One Coach Mentoring

- Three x 60 minute sessions
- Review & analysis of you working with a real coaching client
- Feedback based on evidence of ICF competencies

Final Assignment

Final Assignment

- Submission of your coaching framework

Training Structure

1. Welcome, introduction to the programme and registration onto the student platform, understanding commitments and questions and clarifications provided – This will be a Zoom meeting from 9am -10.30am
2. Pre the start date of the programme.
 - Completion of a short reflective assignment
 - Reviewing a short video explaining coaching
 - Reading a short explanation on what a reflective journal is, how to reflect and the importance of reflecting on this learning journey and as a coach.
 - Complete the VAK questionnaire
3. Days 1 & 2 – Introduction to the Core Competencies and Coaching Skills – Online on Zoom 9am -5.30pm
4. In-between Day 2 and Day 3 self-directed learning asynchronous learning hours
 - Watch a recorded coaching demonstration
 - A short quiz to complete on Competency 3
 - Complete a short communication styles questionnaire
 - Reflect in your journal and completed reflective questions on the student platform
 - Non asynchronous learning. Building your skills and pro bono coaching hours - Peer-to-Peer coaching – 4 hours as a coach and 4 hours as a coachee. We set this up for you on the first two training days
5. Days 3 & 4 – Knowing and Growing - Online on Zoom 9am -5.30pm
6. In-between Day 4 and 5 self-directed asynchronous learning hours
 - Watch a recorded coaching demonstration and complete competency quiz
 - Complete authoring your own story reflection
 - Reflect in your journal and complete reflective questions on the student platform
 - Non asynchronous learning. Building your skills and pro bono coaching hours - Peer-to-Peer coaching – 4 hours as a coach and 4 hours as a coachee. We set this up for you on the training days
 - Watch video outlining the minimum requirements for ACC and the credentialing process.
7. Before Day 6 and before you begin working with your real clients, self-directed asynchronous learning hours
 - Watch a recorded demo of chemistry meeting
 - Watch a demo of an initial contracting session where the overall agreement is created between coach and coachee
 - Watch a coaching demo
 - Listen to a panel discussion on how to access your first clients.
 - Reflect in your journal and complete reflective questions on the student platform
8. Day 5 & Day 6 – Choice, change, growth and challenge & Coach mentoring day with 7 hours of group mentoring on the core competencies as part of gaining your Associate Certified Coach credential - both Online on Zoom 9am -5.30pm
9. In-between Day 6 and 7 self-directed asynchronous learning hours
 - Watch a recorded coaching demonstration and complete competency quiz
 - Begin working with 2 real clients and record half hour sessions for coach mentoring
 - Reflect in your journal and complete reflective questions on the student platform



Training Structure

...continued

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- Non asynchronous learning. Building your skills and pro bono coaching hours - Peer-to-Peer coaching – 4 hours as a coach and 4 hours as a coachee. We set this up for you on the training days
- 10. Day 7 – Continuing exploration of choice, change, growth and challenge. Online on Zoom 9am - 5.30pm
- 11. Completion of a 30 mins recorded coaching session with a real coachee and submission of the recording, transcript and reflections to your coach mentor. This is followed by a 1:1 coach mentoring session with your coach mentor which is arranged at a mutual time for both of you.
- 12. Asynchronous learning before Days 8 & 9
 - Watch the professional practice video
- 13. Days 8 & 9 – Being a Professional Coach – online on Zoom 9am - 5.30pm
- 14. Asynchronous learning before the supervision clinic
 - Watch the ICF Ethics Video series
 - Complete the ICF Ethics course
 - Review the ethical scenarios
- 15. Attend a three-hour supervision clinic to support you in your coaching practice and reflect on ethical scenarios
- 16. Completion of a 30 mins recorded coaching session with a real coachee and submission of the recording, transcript and reflections to your coach mentor. This is followed by a 1:1 coach mentoring session with your coach mentor which is arranged at a mutual time for both of you.
- 17. Final work to be completed
 - Completion of a 30 mins recorded coaching session with a real coachee and submission of the recording, transcript and reflections to your coach mentor. This is followed by a 1:1 coach mentoring session with your coach mentor which is arranged at a mutual time for both of you.
 - Reflect in journal and on student platform
 - To gain your Level 1 Certificate you will need to demonstrate 67% of the minimum ACC standards across your three coach mentoring sessions. Across the rest of the programme you will need to demonstrate your ability to reflect and integrate your learning. If you have not demonstrated 67% of the ACC minimum standards you can engage in further coach mentoring sessions as required at an additional fee
 - Additional resources with tips on how to set up a coaching business or work as an internal coach will be available after Day 8 & 9.
 - We will also agree a date to present Certificates and celebrate your achievements

Note: If you don't pass the ACC assessment you will need to resubmit a recording following the receipt of feedback and this will incur an additional fee.

Throughout the programme, additional resources to support your learning will be available on the student platform.

This ICF accredited level 1 coach training programme will provide a total of 100 learning hours. Our days together online will provide 69 hours of synchronous learning. In between each of our training days, you will engage in a range of self-paced learning, reflections and other activities that will provide 31 asynchronous learning hours.

Programme Dates for Autumn 2026

21 st August 2026	Welcome & Introduction to the programme and student platform <i>Online from 9 - 10:30 am</i>
4 th & 5 th September 2026	Days 1 & 2
2 nd & 3 rd October 2026	Days 3 & 4
6 th & 7 th November 2026	Days 5 & 6
27 th November 2026	Day 7
9 th December 2026	Submit first recording, transcript and reflection to coach mentor by 9th December 2026 . A time will be organised with you directly for your 1:1 coach mentoring feedback session
8 th & 9 th January 2027	Days 8 & 9
27 th January 2027	Submit second recording, transcript and reflection to coach mentor by 27th January 2027 . A time will be organised with you directly for your 1:1 coach mentoring feedback session
29 th January 2027	Supervision Clinic from 9 am - 12 pm
24 th February 2027	Final work to be completed • Submit your third recording and transcript for your 1:1 coach mentoring session • Submit coach framework document and student pathway
22 nd May 2027	Optional in-person graduation day Will form part of an in-person Alumni Day

NOTE: In order to graduate from this Level 1 programme, you must attend and complete all training activities. Furthermore, if you miss Day 6, you will not be able to continue without catching up (at additional expense) before Day 7.

Programme Fee : €4,500

We have Skillnet funding support for those who are self-employed or work in limited companies/organisations and we organise that for you. It is also possible to pay for the programme by instalments.

Programme Dates for Spring 2027

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21 st January 2027	Welcome & Introduction to the programme and student platform <i>Online from 9 - 10:30 am</i>
5 th & 6 th February 2027	Days 1 & 2
5 th & 6 th March 2027	Days 3 & 4
2 nd & 3 rd April 2027	Days 5 & 6
23 rd April 2027	Day 7
12 th May 2027	Submit first recording, transcript and reflection to coach mentor by 12 th May 2027. A time will be organised with you directly for your 1:1 coach mentoring feedback session
4 th & 5 th June 2027	Days 8 & 9
16 th June 2027	Submit second recording, transcript and reflection to coach mentor by 16 th June 2027. A time will be organised with you directly for your 1:1 coach mentoring feedback session
18 th June 2027	Supervision Clinic from 9 am - 12 pm
16 th July 2027	Final work to be completed • Submit your third recording and transcript for your 1:1 coach mentoring session • Submit coach framework document and student pathway
16 nd October 2027 (TBC)	Optional in-person graduation day Will form part of an in-person Alumni Day

NOTE: In order to graduate from this Level 1 programme, you must attend and complete all training activities. Furthermore, if you miss Day 6, you will not be able to continue without catching up (at additional expense) before Day 7.

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We have Skillnet funding support for those who are self-employed or work in limited companies/organisations and we organise that for you. It is also possible to pay for the programme by instalments.

Who completes this training?

As you will see from our testimonials the Level 1 Foundation in Professional Coaching Skills attracts a wide range of people who are committed to learning and growing.

Some want to be more effective leaders and champion the development of a coaching culture in their organisations, while others want to work as an internal coach in addition to their professional role. Others have stepped away from organisational life or plan to in the future and wish to set up their own coaching business with training or consultancy and finally some complete the programme as a learning journey for themselves.



Testimonials

Lesley Murray

CHR Coaching & HR
Consultants

Attending the Aspire Coach training program was one of the most impactful experiences of my life! I recognise that this is a "big" statement to make, but it is made with absolute authenticity!

Originally, I signed up to the program with the intention/aspiration of acquiring the necessary technical capability, skills and knowledge to become an effective and "successful" professional Coach. On this front, the program fully delivers!! But little did I know how much more I was to be given; I continually learned more and more about myself and though challenging and emotional at times, resulted in my "growing into being me" – an on-going process! I can only thank Ailbhe, Stephen, Connie, Liisa, Eileen and their amazing colleagues for this wonderful gift; the course content, but perhaps more importantly, the style of delivery and safe space curated made for a truly unique learning and development experience. I would thoroughly recommend anyone who is considering moving into the Coaching arena (in whatever guise) or indeed, just exploring this space, to connect with Ailbhe/Aspire Coaching – you won't regret it!

Brian Durnin

Co Founder & MD
Duhube Associates Ltd

Signing up to the Aspire coach training course has been one of the best business decisions I have made. With the expert level of knowledge and experience both Ailbhe and Stephen have, you are confidently led through the process. There is perfect balance in the support and challenge that facilitates both personal growth and evokes awareness. I would recommend this course 100%

Fintan Supple

Therapist/Professional
and Executive Coach

Ailbhe, Stephen and the team walk the talk. They have devised a really wonderful programme and environment for anyone exploring the path to becoming a professional coach. I have thoroughly enjoyed and benefited from the safe and authentic space they have created for me to learn coaching skills and to begin putting them into practice - I have also learnt a lot about myself in the process. A great experience of personal growth and transformation for me in the process of learning how to offer this to others

Helen Forristal
 Director of Nursing
 Marie Keating Foundation

Aspire, the very meaning, directing one's hopes or ambitions towards meaningful achievements. Aspire Coach Training has been the game changer in my life over the last six months, in my thoughts, my reflections, and my self-awareness which has enabled me to probe, interrogate and challenge my own experiences as I talk, think and write them down like never before. This person centric approach, the humanistic presence, the futuristic concept has allowed sensitivity, care and safety whilst I worked towards the path to what I see as permanent change for me. This empowering experience has allowed me to believe in myself, stepping forward empowered and trusting that I am an expert of my own self but also trusting myself to instill this belief in everyone I meet in my new coaching world. Authenticity, honesty, integrity, trust, vulnerability, empathy, respect and curiosity are all part of the coaching process working in partnership with those you will coach along your path. I am immersed in this now and want to continue to learn and grow, this is the art of possibility. I would encourage anyone who is willing to learn more about themselves in a deep and meaningful way and to help others to do the same to take up the Aspire Coach Training course. As a Health Care Professional and Director of Nursing Services this course is without exception the best course I have encountered in my long career." I would like to pay tribute to Ailbhe and also to her supportive team for all their expertise, encouragement and support along this journey, to congratulate them on what is a truly inspirational experience."

Applying to complete the programme

Applicants need to be ready, willing, and able to go on their own learning journey and be curious to explore who they are, and what gets in their own way so they can be effective coaches. You need to be ready to commit to all the dates and the between module work so please read all the information to be 100% sure you can commit to the learning journey.

You can reach out to the programme director Ailbhe Harrington at ailbhe@ailbheharrington.com to engage in a half hour mutual chat so you can decide if the programme is a good fit for you and vice versa.

We are also happy to connect you with people who have completed the programme so you can talk to them about their experience of training with us. We also have Skillnet funding support for those who are self-employed or work in limited companies/organisations. We organise that for you.

Once you have decided you would like to join us you can click the button below to submit the online application form.

**Click here for the online
application form**

or visit <https://aspirecoachtraining.com/apply-level-1/>

Testimonials

...continued

Louise Murphy

Head of Learning & Organisational
Development @ Stratis
Consulting

Completing the Aspire Coaching training has probably been the most powerful and insightful experience I've had in my career, both personally and professionally. The self-insights and learnings gained from the programme were initially uncomfortable, later becoming empowering and beyond any expectation I could have.

Ailbhe and this programme were specifically recommended to me by a very experienced industry coach and I now equally recommend it on to anyone interested in becoming a more effective people leader and/or professional coach.

Jim Hacket

Supply Chain Director
BioMarin International

If you have an interest in Coaching, this is a fantastic course where you will learn what real coaching is all about, you will get to practice in a safe environment to build your skills & even learn how to setup your own practice. Best of all, you will start to build your own network of colleagues and professional coaches that you can trust and work with into the future. Highly recommend it

Vittorio

Senior Project Manager, Switzerland

The Aspire coach training course is one of the best courses I have ever taken in my life, and not just in coaching. Ailbhe and Stephen are wonderful. You are taken on a personal journey, and without realizing it, you learn and grow personally. I can only highly recommend this course

Veerle Van der Velpen

Content writer at
"Writer With a Voice"
(www.writerwithavoice.com)

To anybody who is unsure whether to take part in this program: Don't be. The training is so filled with pearls of wisdom, practical exercises, interesting models and tools that it really helps you take those necessary steps to become a confident professional coach. You feel supported every step of the way and the learning is invaluable.

Anne-Marie Carroll

Director of Nursing,
Laura Lynn
Ireland's Children's Hospice

I am delighted to share my experience with the Level 1 Foundation in Professional Coaching Skills with Aspire Training, led by Ailbhe, Stephen and her incredible faculty team. This program has really been a game changer for me both personally and professionally!

From the very beginning Ailbhe, Stephen and the team demonstrated the utmost professionalism and dedication to our growth as aspiring coaches. Their expertise and passion for coaching were evident in every aspect of this course, and their guidance was invaluable throughout the whole journey. For me, the most remarkable aspect of the programme was the ever-present support and encouragement we received. Ailbhe, Stephen and the faculty created a warm, nurturing and safe space for us to explore and develop our coaching skills, this environment helped us to delve into our growth areas and embrace challenges without fear of judgment.

The curriculum is meticulously designed, and each session was engaging, thought provoking, and interactive supporting a positive learning experience. The balance between theory and practical application helped us to seamlessly integrate our learning into real coaching scenarios. I cannot believe how much I have learnt in a relatively short space of time, and how quickly I have been able to apply my new skills in various coaching settings! This programme not only provided me with the necessary knowledge and tools but also instilled a new found sense of confidence in my abilities as a coach.

Thanks to Ailbhe, Stephen and the faculty team I feel inspired and am looking forward to my ongoing coaching journey!

I wholeheartedly recommend this programme to anyone interested in pursuing a career in coaching or simply seeking personal growth, you will not be disappointed with this transformative experience.



Jane Bullivant
Professional Coach

Completing the Aspire Coach Training Level 1 has been an incredible journey of knowledge and self-reflection. The Aspire faculty team, and programme they deliver, is professional supportive and challenging in equal measure. It is one of the very best professional development programmes I have had the privilege to join and complete. I thoroughly recommend Aspire Coach Training - it has brought positive lasting change in my own life, as a professional coach, and the ability to partner with clients to help them achieve their own aspirations and potential.

Niamh Vianney Muldoon
Chief Information Security Officer,
Fenergo

As we continue to live in times of uncertainty, CEOs and organizations look to hire and retain top talent. You must be armed to make critical and business impactful decisions. Aspire and ICF coaching is an amazing tool to add to your leadership skills. Not only do Ailbhe and the Aspire team bring you conscious to who you want to be as a leader, they take you through the journey fuelling you up to do the best work of your career. – Thank You Ailbhe, the team at Aspire and my fellow peers for such a memorable journey..

Frances Stephenson
Mediator & Strategic Human
Resource Management and People
Development Specialist
Institute of Public Administration

Really excellent course, very well delivered by an impressive and professional team. The combination of theory and skill development throughout the course was immensely beneficial.

David Butler
Global Vice President
Mölnlycke

Completing this program has been one of the most rewarding and challenging things I have conducted. It has made me question myself, think more deeply, consider how I show up and challenge me to be the best version of myself. Ailbhe and Stephen created a rich learning experience and environment, where psychological safety was to the fore and where we also had a lot of fun also.

Kevin Keane
K Keane Consulting Ltd.

A truly transforming journey to have been on. The programme brought you on a journey of self-learning and provided you with the gift of being a coach. I felt so fulfilled having completed this course and feel so grateful to have had this experience. There was a great diversity amongst the group and the professionalism and attention to detail shown by Ailbhe, Stephen and the rest of the faculty team was exceptional. I would highly recommend this course to anyone wanting to become a professional coach or work on their own personal development.

Jackie Layng
Chief Veterinary Officer, Village Vets

The Aspire Coach Training course has been a truly life-changing event. I embarked on it to assist me to lead my team in work and to develop my own coaching business however the personal journey which I have been on has been absolutely transformational. I feel like I have returned to the essence of who I am, while learning coaching skills and knowledge to support others in their life journey. Ailbhe and Stephen create the perfect interactive and encouraging learning environment which ensured that we all got the most out of our training. I would recommend this course to anyone who is looking for personal and professional development.

Dr Aine O Donovan (PhD)

Senior Lecturer in Mental Health,
University College Cork

Undertaking the Level One Foundation in Professional Coaching Skills course with Aspire, under the guidance of Ailbhe Harrington and the amazing faculty, has been transformative. I not only learned how to develop my coaching skills but also discovered some deep insights into myself and my way of being. The course is thoughtfully designed, theoretically grounded in the best available evidence, while simultaneously highly experiential, allowing the opportunity to continuously observe and engage in coaching practice. It has equipped me with the knowledge, skills and mindset to embark on my journey as a professional coach. Engaging with wonderful classmates from diverse backgrounds enriched the experience and I highly recommend this course to anyone thinking of becoming a professional coach.

Paul Rogers

CEO, Northside Partnership

Having returned to formal education as a mature student, and since then having completed an undergrad, two masters programmes, and a suite of other learning and development opportunities, I can honestly say this has been one of the most enjoyable, challenging and professionally organised programmes in which I have ever taken part. The programme materials, tutors and faculty support staff have been excellent throughout and I would highly recommend Aspire Coach Training to anyone looking to undertake a programme in coaching.

Amanda Dilworth

Head of A&A Learning & Talent
Development, Deloitte

Surpassed my expectations in every way! This programme has taken me on a journey of personal growth and development which I did not anticipate. Considering it was all delivered virtually the engagement from the group, skills and knowledge developed, the relationships formed and the positive experience at each workshop surpassed my expectations in every way. Ailbhe, Stephen and the wider faculty really are best in class at what they do and I would highly recommend anyone who is interested in the area of coaching to take the leap and sign up, you won't regret it.

Claire Doran

International Education Professional

The Aspire Level 1 coach training programme is the best learning experience I've had. The safe space created by Ailbhe, Stephen and the support faculty, along with the engaging content, excellent delivery, and myriad opportunities to learn with and from faculty and trainee coaches, all contributed to an experience that can only be described as transformational. I learned not only a huge amount about coaching theory and practice, skills and mindset, but I also gained a deeper level of self-awareness and understanding. It has been a real journey, with moments of high emotion and challenge, but always encouraged and supported by the team. I am delighted I signed up for the programme, and I am looking forward to continuing this journey of personal and professional growth. I would recommend Aspire without hesitation to anyone considering coach training.

Ann Conroy

Senior HR Business Partner
Merit Medical Ltd

There are a multitude of coaching courses available. I was looking for a highly experiential training course and this is the course I received through Aspire Coach Training. It is a very practical course that involves self-reflection, an opportunity for 1-to-1 support with a Coach Mentor and coaching sessions in each learning day. By the end of the course you will have gained invaluable coaching practice and experience. It has been a transformational learning journey and I would highly recommend it.

Sharon Powell

Professional Coach

This is not just a coaching course but a whole transformational journey. What I have learned and how I have grown as a person is life changing as well as being trained to be the best version of myself as a coach that I can be.

Chris Collins

Senior Manager, Utilities &
Maintenance Operations
BioMarin International Ltd

My experience with the coaching course provided Aspire Coach Training was excellent. The program was well structured, blending theoretical knowledge with practical application seamlessly. The instructors (Ailbhe & Stephen) were exceptionally knowledgeable and supportive, offering consistent, invaluable guidance and feedback. Through the interactive learning sessions, I gained insights into effective coaching techniques, communication skills, and strategies. The learning environment provided a real sense of community among fellow learners, allowing us to share experiences and build lasting professional connections. This course significantly enhanced my professional skills and boosted my confidence in my coaching abilities. I highly recommend Aspire Coach Training to anyone looking to enhance their coaching skills.

Diane Dignam

DHRC

I have enjoyed the course even though it was much tougher than I had expected. I have gotten a lot out of it and hope that I will continue to learn as I practice and engage with clients and supervision going forward. Really appreciated all the support available from the whole team. Good learning experience overall.

Jane Signorelli

Snr Organizational Dev Manager
Sun Life

What an incredible journey with you Ailbhe, Stephen, and everybody involved – it totally exceeded all my expectations. The depth of learning and personal growth I experienced was exceptional, thanks to the incredibly knowledgeable and supportive facilitators who guided us every step of the way. The comprehensive resources provided had everything we needed to set us up for success and have given me valuable tools that I will continue to use in my daily life and work. Beyond the formal learning, I formed such great connections with an amazing group of fellow participants who became not just colleagues but I believe friends who will support each other as we continue our coaching journey.

Colin Lloyd

Head of Business Excellence
Element Six Ltd.

There is always that slight apprehension of starting any training programme, and yet with Aspire Coach Training it was clear from minute one of the course that here was a safe place to learn and share together. Ailbhe and Stephen truly nurtured the community we were in, and led us with passion, compassion, and an excellence of approach in helping us absorb the learnings as coaches-in-training. I personally came to see the world through a new lens, and the journey I have been on has been both enlightening, profound, fun and exciting.

Inna Yakovchuk

Senior HR Professional

This journey has been truly transformative. I came in thinking I was learning a skill – and left with a deeper understanding of myself, my patterns, and what it really means to hold space for others. The program challenged and supported me in all the right ways. Ailbhe, Stephen, support faculty and mentors – all brought care, wisdom, and integrity to every step. I'm deeply grateful for the growth, the clarity, and the inspiration to coach with purpose.

Testimonials

...continued

Rasa Striaukaite

Head of Fit to Serve in strategy and transformation department, Circle K

It's been a deep learning and transformational experience. It's a very interactive and engaging online program with lots of practical examples and practice, supported by wonderful coaches and mentors. I would truly recommend it for anyone who is thinking to start the coaching carrier or improve the coaching skills.

Liz Bromley

Head of Human Resources

I am so grateful that I had the opportunity to participate in this life-changing programme. This was hands-down the best decision I have ever made and I can say with absolute certainty that I will never look back! This has been a powerful journey for me both personally and professionally, I have learned so much about myself, and the programme has given me the tools and the confidence to continue learning and growing into the future. Ailbhe and Stephen deliver the content in a wonderfully interactive way and create such a supportive, respectful and encouraging environment unlike anything I have experienced before. I cannot recommend this programme highly enough!

Bláthnaid ní Ghréacháin

CEO, Gaeloideachas

Having explored many professional coaching providers, I felt very confident about having chosen Aspire from the outset. The quality of the content and delivery was very impressive, with the impact of the training as broad as it is deep. Thank you Ailbhe, Stephen and all the faculty staff who continuously model what it means to be bring out the best in people.

Julie Ann Mc Lean

Client Director, HPC Global

This is perhaps the best programme I have ever had the privilege to participate in. The quality of the facilitators and all the coaches and mentors in the Aspire team is excellent. They created a safe and magical place to learn, for me and my amazing classmates. It is an intense, demanding experience, that is laser focused on teaching solid coaching skills, backed by all the theory and materials you could hope for in a professional programme. I thoroughly recommend it to anyone seeking to engage in coaching for the first time or take their skills to a new level.

Suzanne Mullahy

Director of Quality -Cenit College

I found this coach training course to be really excellent. The programme content was rich, well-structured, and deeply aligned with professional coaching standards of the ICF. The virtual teaching delivery was first class—engaging, interactive, and thoughtfully paced. The support from Ailbhe, Stephen, the faculty team and coach mentors was outstanding throughout; they were consistently responsive, knowledgeable, and genuinely invested in our growth as coaches. I would highly recommend this programme to anyone seeking a high-quality, supportive, and practical coach training experience.

Martha Nugent

Professional Coach

This was an amazing course. I learnt so much in a most amazingly non-judgemental respectful environment. Thank you so much.

Norma Carr

Director of Operations Independent Solutions

Undertaking the Aspire Coach Training Programme has been a transformative journey, equipping me with the skills and mindset to become a life coach. The experience deepened my self-awareness, enhanced my ability to support others, and reinforced the power of coaching in creating meaningful change. Through reflective practice, insightful questioning, and a focus on empowerment, I have developed the confidence and tools to guide clients toward their goals. I highly recommend this training to anyone looking to make a lasting impact through coaching.

Sharon Powell

Professional Coach

This is not just a coaching course but a whole transformational journey. What I have learned and how I have grown as a person is life changing as well as being trained to be the best version of myself as a coach that I can be.

Chris Collins

Senior Manager, Utilities &
Maintenance Operations
BioMarin International Ltd

My experience with the coaching course provided Aspire Coach Training was excellent. The program was well structured, blending theoretical knowledge with practical application seamlessly. The instructors (Ailbhe & Stephen) were exceptionally knowledgeable and supportive, offering consistent, invaluable guidance and feedback. Through the interactive learning sessions, I gained insights into effective coaching techniques, communication skills, and strategies. The learning environment provided a real sense of community among fellow learners, allowing us to share experiences and build lasting professional connections. This course significantly enhanced my professional skills and boosted my confidence in my coaching abilities. I highly recommend Aspire Coach Training to anyone looking to enhance their coaching skills.

Caimin Morey

Manager Continuous Improvement,
Regeneron

The most transformational, practical and engaging learning I have ever experienced. So grateful I found Ailbhe, Stephen and this course.

Michelle Freeburne

QC Manager, NovoNordisk

The course had such a positive impact on me personally and changed me as a person. I notice a difference in how I show up for others. When I look back on the journey, I cannot believe how much I have grown in terms of my confidence level and myself awareness. I have found my courage, creativity and curiosity again by reconnecting with my inner child. The course helped me uncover skills that I never realised I had. Ailbhe, Stephen and all of the faculty members created a safe space for me to be my authentic self and lifted me up! As a result I can now give back to people what I have learned and help people experience that growth and deep awareness.

Mary O'Brien

Chief Executive Officer
Milford Care Centre

I highly recommend the Aspire Level 1 Foundation in Coaching course. It's practical, well-structured, and really helps you build confidence in your coaching skills. The trainers are knowledgeable and supportive, making the whole experience engaging and enjoyable. What I appreciated most was how the course balanced theory with real-life application—everything felt relevant and immediately useful. Whether you're just starting out or looking to refine your approach, this course is a great investment. Definitely worth it!

Jude Tweedie

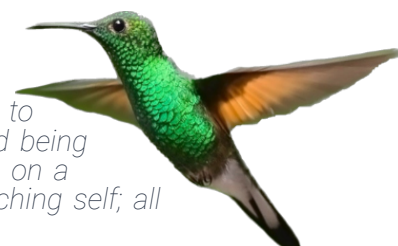
Consultant Cardiologist
SHSCT

The best course I have ever enrolled in, having undertaken money in my career. Well structured, interactive, informative.

Michael Bastow

Community Organiser
Oswestry Community Enterprise

The content and delivery on this programme is second to none. You will learn about and experience coaching and being coached in an expert way. The training team guide you on a journey of knowing yourself and your most helpful coaching self; all because they have taken that journey themselves.



Our Team

The Educational Director of ASPIRE COACH TRAINING is Ailbhe Harrington, MA, Dip Counselling, Master Certified Coach

The trainers on this Level 1 programme are ICF Master Certified Coaches (MCC) and Professional Certified Coaches (PCC) who also have extensive business and organisational experience.

Ailbhe Harrington has trained over 500 coaches on ICF accredited programmes over many years. Her experience spans leadership development, transformational coaching, third level education and enterprise development within the private, public and voluntary sector within Ireland and Europe. She was also awarded by the ICF Ireland Chapter, Coach of the Year in (2016), Coach Trainer (2017), Coach Supervisor (2020) and the Presidents Social Enterprise Award (2020).

Stephen Clements, PCC has been a lead mentor on many coach training programmes and is currently a trainer on the Aspire Coach Training programme. Stephen was awarded by the ICF Ireland Chapter, Coach of the Year (2020) and has an extensive background in technology leadership and coaching within multinational companies.

We have a support team who join us during the online training days providing additional support during exercises and practice sessions in the breakout rooms.

Finally, we have several Professional Certified coaches who support you as coach mentors as you progress to gaining an Associate Certified Coach (ACC) credential with ICF.



Ailbhe Harrington, MCC



Stephen Clements, PCC



Upon graduating you will gain access to a growing number of resources including:

- ...▶ Quarterly Practice Clinics
- ...▶ Coaching Demos
- ...▶ Business development resources
- ...▶ Coaching niche video series
- ...▶ Fireside chats about coaching approaches
- ...▶ Guidance on the new ICF Credential Exam
- ...▶ In-person Alumni Days twice a year



Policies

At Aspire Coach Training, we want to be clear and transparent when it comes to the various policies that relate to the training that we offer. You can explore the latest versions of our current policies by clicking on each policy title below. Please note that we reserve the right to update and amend these policies without notice.

Participation Policy

Success in our program requires full commitment by all participants. By enrolling in this course, participants agree to being fully present during all sessions and participate to the best of their ability. This includes arriving on time, abiding by the code of conduct/learning agreement, and engaging in course activities.

Attendance:

In order to provide you with the minimum required training hours for certification, it is important that you are present at all course online training days.

If you have an emergency or become ill and are not able to attend a coaching session, please contact your instructor immediately. You will be expected to complete the session materials, review the session recording, and complete a coaching session outside the live session to make up for the missed session.

If you need to miss up to 7 hours of the synchronous training days on the Level 1 programme, you will have the option to work with the faculty to cover the missed material at your own expense or return to retake the missed day with another cohort. If you miss the coach mentoring training day or either of your two 1:1 mentor coaching sessions, you will need to arrange and pay for individual mentor coaching sessions to complete the required 10 hours of mentor coaching to satisfy the International Coaching federation requirements.

Petitions to this policy are considered on a case-by-case basis and must be submitted in writing to the tutor and Aspire Coach Training.

Course Engagement:

Our courses are designed to be interactive and engaging for our participants. It is therefore an expectation that you participate in course activities, including dialogue with the course tutor and peers, coaching activities, and experiential learning exercises. If you are unable to participate in an activity, please inform your tutor as soon as possible. Please refer to the code of conduct for additional details.

Code of Conduct:

- Participants are expected to conduct themselves in a professional manner during all sessions. This includes, but is not limited to:
- Arriving on time for all sessions.
- Attending all live sessions and mentor coaching sessions.
- Having your camera on for virtual live sessions.
- Participating fully in all sessions and mentor coaching sessions. This includes being prepared for the session, involving yourself in discussions and activities, assuming responsibility for your learning, and contributing to the learning of others.
- Engaging in discussions with integrity and honesty.
- Being respectful of your fellow participants and tutor, including silencing your mobile phone, not texting, and other disruptive behaviours.
- Embracing diversity and inclusion while respecting the dignity and humanity of others.

Extension and Completion Policy

Whilst the intention of Aspire Coach Training is that students will meet the deadlines for coach mentoring assignment and final ACC assessment we can provide extensions when unplanned personal circumstances impact meeting the deadline. The maximum extension is 3 months to complete all activities otherwise additional fees may need to be charged.

Partial Completion Policy

Will offer credit for partial completion of a course.

Aspire Coach Training will offer credit for partial completion of a course where you have completed more than 50% of the programme. The number of hours awarded will depend on the number of hours of curriculum received. If you are interested in receiving partial credit for a course in which you are currently or were previously enrolled, please contact Ailbhe Harrington ailbhe@aspirecoachtraining.com no more than 14 days after the course has ended.

Please include details about the course in which you were enrolled, the number of credit hours you are seeking, and any additional relevant information. If approved, you will receive a certificate of credit from Aspire Coach Training indicating the number of training hours completed.

Individuals with questions about this policy are encouraged to contact Ailbhe Harrington, our Director of Education.

Illness Policy

In order to provide you with the minimum required training hours for certification, it is important that you are present at all course meetings. If you have an emergency or become ill and are not able to attend a coaching session, please contact your tutor immediately. You will be expected to complete the session materials, review the session recording, and complete a coaching session outside the live session to make up for the missed session.

If you need to miss up to 7 hours of the course, you will have the option to work with the tutor to cover the missed material at your own expense or register for another course. If you miss the group coach mentoring day you will need to arrange and pay for individual mentor coaching sessions to complete the required 10 hours of mentor coaching to satisfy the International Coaching Federation requirements.

Petitions to this policy are considered on a case-by-case basis and must be submitted in writing to the tutor and Director of Education, Ailbhe Harrington ailbhe@aspirecoachtraining.com

Payment/Fees Policy

All registrations are secured on a first-come, first-served basis. Your registration in a course is dependent upon receipt of full payment. We accept payment by direct bank transfer. All payments will be in euro. If you are accessing SkillNet support they will invoice you directly and explain their payment process.

Refund Policy

You have the right to cancel for any reason and without justification within 14 days of signing up and making payment to complete the Level 2 programme. Outside of this cancellation of a course must be made a minimum of 14 business days prior to the course commencing to be eligible for a full refund. If cancelling within 14 days prior to the course commencing you will be eligible for a 50% refund. A refund if you withdraw from the programme once it has started is not possible however you can join a future cohort and complete the programme. Written notice of cancellation shall be effective on the date the withdrawal is received by Aspire Coach Training. Eligible Refunds will be made within 30 days following receipt of cancellation.

Course Registration Changes Policy

Modifications to registration, including substitutions of participants or transfer of course dates, must be completed at least seven days before the program date. Participants may contact Aspire Coach Training to modify their registration at aillbhe@aspirecoachtraining.com. Course changes will be allowed as long as there are spots available.

Transfer of Credit Policy

We will accept partial credit from other organisations or programs.

If you have completed a Level 1 program at another organisation, we will apply your completed credit hours to your Level 2 program. You must provide documentation of your Level 1 completion, including the organization, number of hours completed, completion certificate, and contact information for the organization or trainer. You may be asked for additional details or documentation on an as-needed basis. Please contact Ailbhe Harrington at aillbhe@aspirecoachtraining.com for more information.

Grievance Policy

Aspire Coach Training seeks to ensure equitable treatment of every person and to attempt to solve any grievances in a timely and fair manner. Participants have the right to file a grievance regarding presentation or content, facility concerns, or instructor/faculty behaviour. All grievances will be addressed to the best of our ability to prevent further problems. A process for filing grievances can be found below:

- A participant should first attempt to resolve the issue directly with the educator/tutor, staff, or participant with whom they have an issue. If participants are not comfortable approaching the individual, they can proceed to step 2.
- If participants are not comfortable approaching the individual with whom they have a grievance, or are unable to resolve the issue directly, participants should submit a written grievance to the tutor and Director of Education within 7 days. The faculty will review the issue and talk to the student within 7 days of receiving the complaint. The faculty will work with all parties involved to resolve the issue.
- If a participant does not feel the issue is resolved, a written request for an appeal should be sent to Director of Education, Ailbhe Harrington for review, aillbhe@aspirecoachtraining.com. This appeal should include the original complaint and reason(s) the participant is unsatisfied with the resolution attempt(s). Appeals are reviewed and a written response will be provided to the participant within 7 days. All appeal decisions are final.

General Disability Policy

Aspire Coach Training supports individuals with disabilities and is committed to providing disabled individuals access with reasonable accommodations whenever possible. In addition, Aspire Coach Training prohibits discrimination on the basis of disability and ensures equal opportunity for all qualified individuals with disabilities. Aspire Coach Training is committed to providing reasonable accommodations in compliance with all European guidelines. Individuals with questions about this policy, or who wish to request accommodation should contact aillbhe@aspirecoachtraining.com

Ability to accommodate learning disability:

Our goal is to create a learning environment which meets the

needs of each individual student. We are able to accommodate a variety of learning disabilities to make our program more accessible. Please contact Ailbhe Harrington by emailing aillbhe@aspirecoachtraining.com before enrolling to determine if your needs can be met.

Diversity, Equity, Inclusion and Justice Statement

As members of the ICF community, we ascribe to the core values of integrity, excellence, collaboration and respect. The foundation of these values is a shared commitment to diversity, inclusion, belonging and justice.

The ICF Global Board of Directors approved the ICF Statement of Diversity, Inclusion, Belonging and Justice in July 2020. Staff and volunteer leaders from ICF's six family organisations subsequently co-signed the statement. This statement of principles reflects a position that we in Aspire Coach Training subscribe to.

We join with ICF Members and Credential-holders who live and work in more than 140 countries and territories to create a vibrant global community committed to the shared vision of making coaching an integral part of a thriving society. Our mission is to lead the global advancement of coaching. To do this, we must reflect on our blind spots and be aware of opportunities for improvement. We cannot ignore the challenges that many coaches and coaching clients face due to systemic problems in their communities.

We will place diversity, inclusion, belonging and justice at the forefront of every decision we make within our Association. As we continue the journey toward our vision, we will recommit ourselves to valuing the unique talents, insights and experiences that every coach and client brings to the world.

Non-Discrimination Policy

It is the policy of Aspire Coach Training that:

- Recruitment and hiring of all personnel is conducted without discrimination against any individual with regard to race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, and in alignment with Irish employment law.
- All staff and personnel will not discriminate against any employee or participant because of race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, and in alignment with Irish Employment law.
- All individuals are welcome to participate regardless of race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, and in alignment with Irish employment law.
- All employees, students, and other participants should be able to enjoy an environment free of discrimination and harassment. This includes, but is not limited to, discrimination or harassment in the areas of race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status or disability. Our organisation does not and will not tolerate conduct by any employee, student, volunteer, contractor, visitor, or vendor which unreasonably interferes with an individual's ability to learn in a welcoming environment.

Participants who wish to report discrimination are encouraged to follow our grievance policy. Aspire Coach Training will promptly investigate all claims and reports of inappropriate conduct

Closure Policy

1. Purpose:

At Aspire Coach Training, we are committed to delivering high-quality, ethical, and professionally recognised coach education. This policy outlines how we would responsibly manage the closure of the school, ensuring care, transparency, and continuity for all learners and graduates.

2. Commitment to Learners

In the event of closure, our priority is to:

- Minimise disruption to learners
- Enable students to complete their programme wherever possible
- Protect the integrity and recognition of their learning and certification

3. Circumstances of Closure

This policy applies in the event of:

- Planned closure (e.g. retirement or strategic decision)
- Unexpected circumstances (e.g. illness or force majeure)
- Financial insolvency
- Loss of accreditation with the International Coaching Federation

4. Communication

We will communicate openly and promptly:

- Students, alumni, and stakeholders will be notified as early as possible (minimum 30 days)
- Communication will be via direct email and a notice on our website
- A dedicated contact email will be provided for queries

5. Current Students (Teach-Out Arrangements)

For learners enrolled in our **ICF Level 1 and Level 2 programmes**, we will:

Where possible:

- Continue programme delivery to allow completion
- Provide access to mentoring, observed coaching, and completion

If completion is not possible:

- Offer transfer options to another ICF-accredited provider
- Provide a fair, proportionate refund based on training completed
- Offer credit where appropriate

We will make every reasonable effort to ensure learners can continue their pathway toward ICF credentialing.

6. Certification and ICF Pathways

- Learners who successfully complete all programme requirements will receive their Aspire Coach Training certification
- We will provide clear guidance on next steps for ICF credential application
- Graduates will continue to be able to verify their certification after closure

7. Records Retention and Data Protection

Aspire Coach Training will securely retain records as follows:

- **Student records (enrolment, attendance, assessments):** minimum of 3 years

- **Certificates and completion records:** retained indefinitely where possible
- **Financial records:** 6–7 years in line with legal requirements
- **Mentor coaching records:** 3 years

All records will be managed in accordance with the General Data Protection Regulation.

Learners and graduates may request access to their records at any time within the retention period.

8. Access to Learning Materials and Website

Following closure:

- Learners will retain access to programme materials and resources for **6 months**
- During this time, learners are encouraged to download materials for personal use
- After this period, the Aspire Coach Training website and learning platform may be decommissioned

9. Intellectual Property

All Aspire Coach Training materials remain our intellectual property.

Graduates may:

- Use tools, frameworks, and learning in their coaching practice

Materials may not be:

- Reproduced, resold, or distributed without permission

10. Financial Considerations

- Refunds will be calculated fairly based on the proportion of training delivered
- Any outstanding balances will be reviewed and adjusted appropriately

11. Responsibility After Closure

Aspire Coach Training will:

- Maintain a dedicated email contact for queries
- Ensure responsibility for record-keeping and certification verification

This support will remain in place for a minimum of **2 years following closure**.

12. Contact After Closure

All post-closure queries can be directed to: ailbhe@ailbheharrington.com

We aim to respond within a reasonable timeframe.

13. Review

This policy is reviewed periodically to ensure alignment with best practice and the expectations of the International Coaching Federation.

Closing Statement

We recognise that coach training is a meaningful and often transformative journey. Should Aspire Coach Training ever close, we are committed to managing the process with care, respect, and professionalism for every learner and graduate.



visit us to learn more

www.aspirecoachtraining.com