bossert associates

Bossert Integrated Academy

Human Partnering – Executive Coaching

Bossert Academy
2027 – Cohort 15

Curious to learn about the program?
Click here to book a call with us

Overview

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World class executive coaching

Our course is suited **for leaders who want to receive a world class executive coaching education** – and who seek true personal transformation.

- The course was specifically designed for a global business clientele, focusing on cultivating humanity skills in the times of AI.
- This program holds full ICF Level 2 accreditation, offering 125 hours of coaching education ready for PCC credentialing after gaining the required practice hours.
- Designed and facilitated by top international executive coaches and trainers, the course offers access to state-of-the-art insights and methods from globally acclaimed experts in executive coaching.
- The course is for ambitious learners and we go well above the PCC-level coaching competence in what we teach.
- Intensive learning, with more than 90% of the programme taking place through direct interaction. Over 80% of this interaction is with trainers and Mentor Coaches, while the remainder is among you and your peers.
- This course prepares you well, whether you want to start a career as a professional coach or extend your repertoire as a leader.

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Why become a coach?

The leader as a coach

Coaching skills are key for leading: you will foster growth and ownership in the adults you lead.

To lead people well requires coaching skills more than ever before.

In times of artificial intelligence, work becomes more focused on real human skills.

Coaching can be done as part of the job as well as besides the job.

The professional coach

For working with individuals, teams or organizations you always need to know the source code of human behavior and how to alter this positively, which you learn in your coach training.

Many start their second career as a coach only years after their training. Your previous experience supports your USP and your market entry.

Personal development

To truly help others see their biases and inner belief sets, we need to be aware of our own values and belief sets.

Barriers to supporting others will become visible and can be worked on during the course, supported by our hand-picked external partners.

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The Bossert Integrated Academy

We call this program “Integrated” as it combines two distinct yet interconnected phases of coach training.

Phase 1 builds the foundational competencies associated with ICF Level 1 and the ACC pathway.

Phase 2 deepens these capabilities through the full 125-hour ICF Level 2 program, developing the competence required for the PCC pathway.

Benefits offered throughout the course

Master the competencies, tools and processes of executive coaching and integrate them with your existing business and leadership experience.

Profound skills

Help clients uncover meaningful insights and translate them into sustainable change for themselves, their teams and their organizations.

Positive impact on clients

Deepen your own self-awareness through coaching, reflection and practice. Learn to work with your clients’ resources instead of providing your own answers.

Self-development

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State of the art coaching training

Education by multiple master coaches

Learn from senior MCC- and PCC-credentialed executive coaches who combine business leadership, coaching expertise and human development.

Full Level 2 accredited program by ICF

Complete a 125-hour ICF Level 2 education that develops advanced coaching competence and supports your pathway toward PCC credentialing.

Learn with great peers

Learn alongside international executives and ambitious professional, the same audience many participants will later coach.

Condensed set-up of workshop content

Three intensive in-person workshops, two four-day modules and one three-day module, make the program compatible with demanding professional roles.

Work in a modern way

Practice coaching online and in English or your native language, supported by a continuous virtual learning community.

Personal development

Time for practice, reflection and personal growth is built into the program, helping new skills become a genuine coaching mindset.

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Your journey to become a coach

Becoming a coach is more than learning techniques. Through practice, reflection and peer learning, you develop a coaching mindset grounded in respect, curiosity and non-judgment.

For many participants, this journey creates lasting personal and professional transformation.

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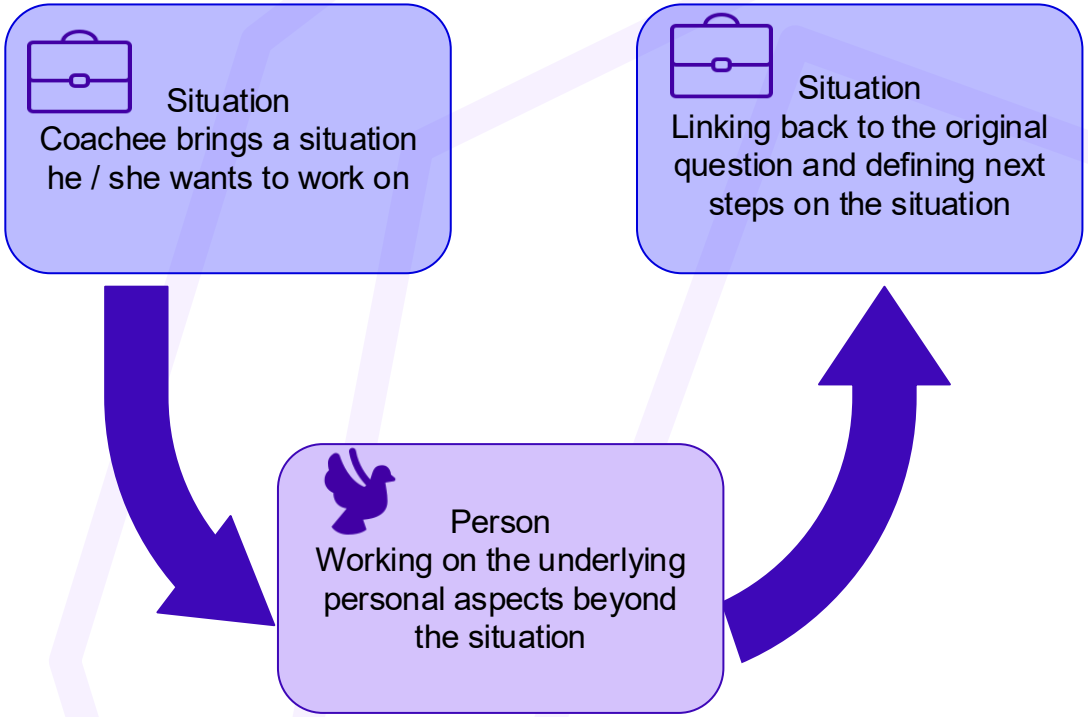
Our philosophy - true development of the individual

Our coaching approach lifts the situational issue to the personal level. Thereby we drive a true personal development which enables the coachees to not only master the situation they'd like to solve right now, but to also discover themselves and develop tools so that they can efficiently handle new challenges that may arise in the future.

This approach requires a true interest in the person you are coaching and an extended understanding of inner dynamics.



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Systemic coaching included in the ICF Framework

ICF Professional Coaching Framework

ICF 8 Competencies
1. Demonstrates Ethical Practice
2. Embodies a Coaching Mindset
3. Establishes and Maintains Agreements
4. Cultivates Trust and Safety
5. Maintains Presence
6. Listens Actively
7. Evokes Awareness
8. Facilitates Client Growth

Evidence-Based Coaching Components

Systematic Coaching

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Practice is key - we support you getting started

Real coaching relationships are central to the program. We help you find your first clients, starting with peer coaching, then introductions through the networks of your approximately 12 peers, and later through our NGO partners.

Through selected partners and pro-bono initiatives, you gain meaningful coaching experience while supporting worthwhile causes. Eligible coaching completed beyond the 125 program hours can count toward ACC/PCC experience requirements.

Some of our selected partners...

ASHOKA

Technische Universität München

JOBLINGE

YUNUS socialbusiness

...and many more

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A wide network for lifelong success

Inspiring community of 400+ alumni

Connect with a highly-impressive community of international leaders & coaches.

Exclusive Access & Global presence

Private LinkedIn group with fruitful content, skills building, supervision, networking and inspiring talks. Active hubs in big cities in Europe e.g. Munich, London, Zürich, Amsterdam etc.

Regular local meetings

Transition from digital networking to real-world impact with regular face-to-face gatherings

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Our alumni say …

"Very intense. Very professional. Very demanding. Extremely fun."

"What is my biggest takeaway from this course? Rediscovering myself with great teachers in an extraordinary team."

"I came with the desire to become a coach and left as deep believer in people and their ability to grow. Thanks to the passion of Katja and her team, I turned into a person I never expected to be able to grow to" – Kristin Kollert

Highly professional school with outstanding trainers, going the extra mile because they personally fully believe in what they are doing. … In addition to the pure diploma, you get a personal journey with eye-opening experiences that are very valuable.

Bossert Academy faculty of BIA program

Katja Bossert
Coach Trainer – Mentor Coach

- Founder of the Bossert Academy, MDP of Bossert Associates
- Executive coach specializing in leadership & career development
- Recognized for developing female leaders and supporting their advancement in major organizations

Anna Inama
Coach Trainer – Mentor Coach

- Executive Coach, Coach Trainer, ICF Mentor Coach and Supervisor
- Specializes in leadership transformation, high-performing teams, strategy and vision
- Holds a master's degree in Organizational Development, complemented by psychological and intercultural expertise

Yda Bouvier
Coach Trainer

- Senior executive coach at Yda Bouvier Ltd
- Specialist in neuroscience and how insights from this field can be translated into practical application for leaders
- Deep business background, MIT Sloan alumna
- Author of Leading with the Right Brain

Kathleen Lambrechts
Coach Trainer – Mentor Coach

- Executive coach with a legal and corporate background
- Leadership facilitator specializing in resilience and psychological safety
- Experienced in supporting leaders working in high-pressure environments

Dr. Götz Schmidt-Bossert
Coach Trainer

- Executive Coach & architect of Bossert Associates' leadership programs
- Brings 20 years of experience as an entrepreneur and organizational leader
- Integrates agility and innovation with a philosophy of individual freedom

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3/4 of the program is learning directly with BA coach trainers and mentors

1. Workshops – 2 x 30 hrs + 1 x 22 hrs (including 6 observed coaching sessions with written competency-based feedback)[1] — 82 hrs
2. Group Mentoring Coaching
   4 x1.75 hrs Group Mentor Coaching — 7 hrs
3. Individual Mentor Coaching
   3x1 hr Individual Mentor Coaching — 3 hrs
4. IMC Preparation
   3x1hr participant preparation — 3 hrs
5. Self-study and essay — 5 hrs
6. Peer Coaching - 6 hrs
   External coaching – 8 hrs — 14 hrs
7. Peer learning - 8 hrs
   - Peer study groups
   - (Being coached)

   — 8 hrs
8. Cumulative development review — 3 hrs

Participants develop their coaching competence through repeated observed sessions, competency-based feedback, self-reflection and agreed development steps.

Progress is documented throughout the programme and concluded with a cumulative development review including recommendations for continued practice.

Σ 125 hrs

[1] Each formal observation includes a short pre-session reflection, a fuller post-session reflection and a confirmed next development step.

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Course timeline - 125 hours of training in total

6 weekdays in total

Month 1 3 8

Workshop 1
Foundations

Workshop 2
Science, art and practice

Workshop 3
Business & Integration

Post Course
Coaching Practice (optional)

82 hours classroom

GMC 1 & 2 + IMC 1

6h Peer Coaching

GMC 3 & 4 + IMC 2 & 3

Min. 8h External Coaching

43 hours remote, self-organized

Peer Study Group; Self Study (BA learner's portal); Essay; Monthly Documented Development Input

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Course content

Month 1 3 8 11

Workshop 1
Foundations

- Skills and roles in coaching
- Listen to understand
- Trust in relationship
- Coaching presence / EQ
- Coaching agreement
- Powerful questions
- Self reflection as learning method

Workshop 2
Science, art and practice

- Neuroscience in coaching
- Creative tools
- Actions, planning, goal setting
- Responsibility, accountability, boundaries
- Managing progress

Workshop 3
Business & Integration

- Executive and external coaching
- Coaching in organization
- Your coaching identity and brand
- Ongoing formative evaluation, integration of learning and preparation of the participant's continued development plan.

Post Course
Growth Check-in & Coaching Practice (optional)

- After 100 hours of coaching, you may apply for the ACC credential with ICF
- Additional 400 hours of coaching
- Once 500 hours collected, apply for PCC with ICF

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Workshop dates

Feb 2, 2027 ** (Thu)	Mar 4 – 7, 2027 (Thu - Sun)	Jun 3 – 6, 2027 (Thu - Sun)	Sep 2 – 4, 2027 (Thu - Sat)
Introduction of coaches and participants in a virtual setup	4 days of in-person coaching at Munich Learning Villa	4 days of in-person coaching at Munich Learning Villa	3 days of in-person coaching at Munich Learning Villa

* The workshops only demand your absence during 6 business days. Running from 9-18 for day 1,2,3 and 9-15:00 for day 4 (or day 3 of WS3).
** Signing up between the pre-call and workshop is possible

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IMC and GMC dates (Virtual)

GMC 1 (1.75 hrs):
Apr 6, 16:00 or Apr 8, 9:00

IMC 1 (1 hr):
Hand-in date: Apr 16
IMC call: between Apr 19 – 21

GMC 2 (1.75 hrs) :
May 11, 16:00 or May 13, 9:00

GMC 3 (1.75 hrs):
Jun 29, 16:00 or Jul 1, 9:00

IMC 2 (1 hr):
Hand-in date: Jul 9
IMC call: between Jul 13 – 16

GMC 4 (1.75 hrs):
Jul 27, 16:00 or Jul 29, 09:00

IMC 3 (1 hr):
Hand-in date: Aug 13
IMC call: between Aug 17 - 19

*Final dates for IMC calls to be decided based on participant preference
**Timing is in CEST/CET

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Investment

Training Fee:

EUR 15.500 net*
No VAT will be added**

Training fee (or 1st instalment) to be paid before workshop 1.

- Location: Workshops 1, 2 and 3 take place at the BA Learning Villa in Munich.
- Accommodation: Participants arrange their own accommodation. Staying near your peers is recommended, and we will connect you to coordinate bookings.
- Meals: Snacks and drinks are provided. Meals are not included; we will coordinate group lunch deliveries.
- Additional costs: Travel, accommodation and meals are not included in the training fee and must be covered by participants.
- Special arrangements: Payment by instalments, academic discounts and other individual arrangements may be available upon request.

*Special conditions are possible (payment in installments, academic discounts, special arrangements)
**Bossert Associates is exempt from VAT for these courses under § 4 No. 21 a) bb) UStG, as recognized by the Government of Upper Bavaria.

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Workshop location - BA Learning Villa in Munich

Focused workshop space

A welcoming place to learn together

BA Learning Villa in Munich-Großhadern combines focused learning spaces with the warmth of a private home – close to the city centre and nearby hotels.

PRIVATE SETTING

Space for immersive workshops

LEARN TOGETHER

Practice, exchange and connection

CENTRAL MUNICH

Easy access to hotels and transport

Relaxing private backyard

Informal time between sessions

VISIT US

Bossert Associates GmbH
Toemlingerstraße 19 | 81375 Munich

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Your pathway from Level 2 education to ACC or PCC

Our BIA 125 hours (ICF Level 2 Coaching Education) fulfills the education component for both credentials. After graduation[1], complete the required coaching experience and ICF credentialing exam.

ACC Pathway	**Coaching experience** **100 hrs** (75 paid[2])	**1.5-hour online ICF Credentialing Exam[3]** ICF Member: 175 USD Non-Member: 325 USD	ICF ACC Associate Certified Coach ICF Credentials & Standards
PCC Pathway[4]	**Coaching experience** **500 hrs** (450 paid[5])	**3-hour online ICF Credentialing Exam[3]** ICF Member: 375 USD Non-Member: 525 USD	ICF PCC Professional Certified Coach ICF Credentials & Standards

1. Minimum 75% attendance is required for graduation.
2. 75 paid hours, at least 8 clients, and 25 hours within the 18 months before applying. Paid hours may include salary or reduced-fee coaching. Hours count from the start of the coaching education program, excluding coaching hours that already counted within the 125 hours of the program.
3. ICF exam retake fee: USD 105.
4. ACC is not required before applying for PCC. ACC holders applying for PCC need 400 additional hours, including 375 paid.
5. 450 paid hours, at least 25 clients, and 50 hours within the 18 months before applying.
6. ICF requirements, fees and exam formats may change. Verify current information directly with ICF before applying.

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Registration

Two steps to join our BIA program

01

Book a free discovery call

Curious about coaching but not yet sure it is for you? In a relaxed, no-obligation call with Katja, explore what coaching could mean for you and how it might support your personal or professional journey.

Click here to book your discovery call

02

Register & secure your seat

Complete the online registration to secure your seat. Places are allocated on a first-come, first-served basis.

Click here to register now

As we secure seats on a first-come, first-served basis, you may also register first to secure your seat, then book a short chemistry call with Katja to confirm mutual fit.

Registration is possible until the first workshop, including after the pre-program call, subject to availability.
Questions? Contact us at academy@bossert-associates.com

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Appendix: Workshop contents in detail

Workshop #	Content delivered
Workshop 1 Foundations	Definitions of coaching, Roles and responsibilities in coaching, Active listening, EQ, Transactional analysis Overview on coaching competencies by ICF Practice in detail on Coaching Agreement, Trust and Presence, Ethical code (cases) and coaching mindset, Facilitating client growth First understanding of creating awareness Other: Group contracting, observed coaching practice for all, Peer study group formation, demo coaching by 2 master/professional coaches
Workshop 2 Science, art and practice	ICF Competencies: Creating Awareness and Designing Actions, Planning and Goal Setting (tools). Managing Progress and Accountability. Brain science: the brain and stress (performance curve), left brain and right brain, creativity tools in coaching, neuroplasticity, brain and body- tools in coaching. Coach maturity by Clutterbuck, coach identity and coaching styles, your Why-What-How (Sinek) Other: coaching practice with brain science tools. One day of supervised coaching practice. Mindfulness practice with link to brain science. [Optional] Demo coaching from 4th master coach. 'Philosophy of Coaching' speech along with BA Alumni in Munich
Workshop 3 Business & Integration	Further observed coaching practice (supervised coaching with external clients); Integration of feedback across the eight ICF competencies; Cumulative development review; Executive and organisational coaching; Recommendations for continued practice. Coaching identity and business development. Credentialing guidance; Closing ritual.

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