



Coaching in Healthcare Certification

CIHC is an innovative ICF-accredited
certification program for coaches
serving healthcare leaders

Purpose-built to accelerate development in healthcare leaders

Coaching is no longer a nice-to-have in healthcare. It is critical to developing leaders at the pace and scale of change, disruption, and ambiguity they face every day. Yet not all skilled coaches are equipped for the unique needs of the field.

Coaching in Healthcare Certification prepares coaches to skillfully address the most pressing challenges of healthcare leaders in a healthcare context.

A first-of-its-kind dual certification

CIHC is an ICF Level 1 training created by Intermountain Health and Hudson Institute of Coaching, standard bearers in the fields of healthcare leadership development and developmental coaching, respectively. Graduates are qualified coaches with specialized training in healthcare strategies.



Coaching that develops healthcare leaders to...

Breakthrough Challenges

- Successfully transition from clinician to leader
- Remove barriers
- Work with paradoxes

Navigate Complexity

- Manage boundaries in matrixed environments
- Think systemically, from unit to system
- Learn on the fly

Grow Confidence in Ambiguity

- Counteract burnout, building resilience
- Team empowerment
- Everyday experimentation

A program to train coaches from...



Clinical Roles: Providers & Leaders

Physicians, advanced practice practitioners, and clinical leaders who would like to advance their leadership and influence on clinical practice through leadership coaching or peer-to-peer support.



Enterprise Roles: Professionals & Leaders

Anyone within a healthcare organization, who is responsible for developing others and supporting lasting individual and systemic change.



Coaching Roles: Internal & External

Coaches developing a specialty in coaching healthcare leaders. This program is ideal for coaches who have not yet attended an ICF-accredited certification program.

Coaching supports healthcare teams to do their best work.

Internal data from Intermountain Health shows that teams led by certified coaches consistently outperform averages in engagement, inclusion, well-being, and leadership.

Intermountain Health Internal Engagement Study, 2024.



Program Details

What participants can expect from
Coaching in Healthcare Certification



What is CIHC?

Program basics

This program produces skilled developmental coaches who specialize in healthcare.

Derived from Hudson's prestigious executive coach certification, it spans coaching foundations to advanced competencies. Graduates will be equipped to engage with clients from any field and deeply practiced in healthcare strategies.

Gold-standard coach curriculum, authored through a healthcare lens

- Grounded in established adult development theory & coaching methodology
- Experiential learning with real healthcare leadership scenarios
- Integration of clinical and operational case studies
- Personalized facilitation and guidance from ICF-certified coaches supporting leaders in healthcare

65 hours of experiential learning, clinics, and mentor coaching

Over 3 to 4 months participants will attend one in-person intensive – held at Intermountain Health's Salt Lake City campus – and two live, virtual intensives.

Participants will graduate ready to practice Hudson's developmental coaching methodology in a healthcare context.

Program Timeline & Options

Fall 2025 Cohort:

- **Onsite Intensive:** Sept 23-25, 2025 at Intermountain Health SLC Campus
- **Virtual Intensives:** Nov 4-5, 2025 & Jan 12-13, 2026
- Interim Learning between onsite and virtual intensives

Spring 2026 Cohort:

- **Onsite Intensive:** Mar 10-12, 2026 at Intermountain Health SLC Campus
- **Virtual Intensives:** May 12-13, 2026 & June 17-18, 2026
- Interim Learning between onsite and virtual intensives

Learning Objectives by Stage

Onsite Intensives

- Foundational coaching skills
- Mindset shift: problem-solving to developmental
- Build clinical-context coaching goals
- ICF Core Competencies
- Hudson Coaching Model
- Self-as-Coach within clinical environments
- Developing reflective practice in leadership

Interim Sessions

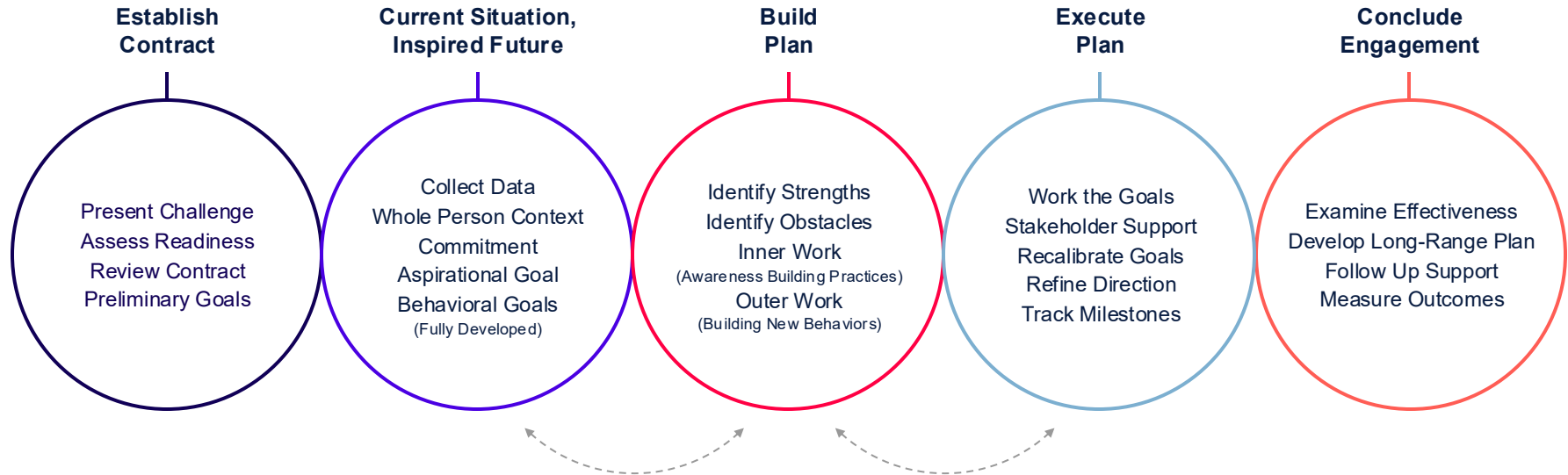
- Growth mindset in healthcare
- Empathy amid compassion fatigue
- Making coaching a leadership habit
- Peer case consultation & reflective practice

Virtual Intensives

- Deepen developmental coaching practice
- Stakeholder engagement & feedback loops
- Creating sustainable change in healthcare
- Measuring impact on caregiver experience & patient outcomes

The Long-Term Engagement

At the conclusion of the program, participants will be skilled at applying Hudson's developmental coaching methodology in a healthcare context.



Pathway to Credential

Participants graduate the program on their way to ICF's ACC credential.

Requirements completed in-program

1

Education Hours

65 hours of Coaching
Education Training (80% of
content focused on the ICF
Core Competencies)

2

Mentor Coaching

10 hours of mentor coaching
(7 group and 3 individual)

3

Performance Evaluation

Recording and submission of a
complete coaching session
lasting 30 minutes

Requirements to complete independently

4

Experience

100+ hours of coaching experience within the 18 months prior to submitting the credential application

5

Application

Apply to the ICF for the ACC credential - Level 1 pathway

6

Credentialing Exam

Pass a computer-based written exam. The exam is designed to measure a coach's knowledge of and ability to apply the ICF definition of coaching, ICF Core Competencies and ICF Code of Ethics

Internal Coaching

Organizations can create systemic impact by investing in the development of a cadre of internal coaches.

Build the Capacity for Sustainable Change

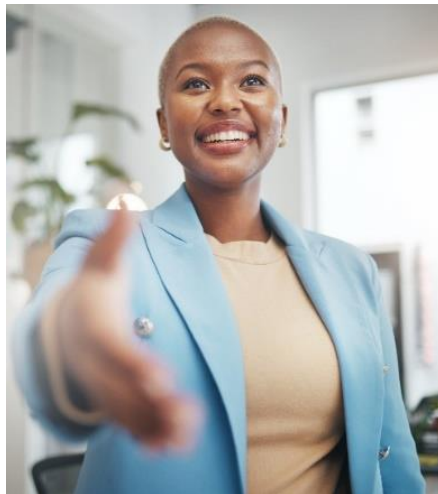
The benefits of internal coaching

- Extend the reach of coaching with internal talent
- Improve cost-efficiency per coaching engagement
- Accelerate organizational learning and leadership development
- Embed developmental leadership principles system-wide



Pricing & Enrollment

Enrollment is open for the Fall 2025 cohort.



- Individual enrollment is \$9,500 per participant.
- Organizations wishing to enroll multiple participants will receive a 10% discount on incremental seats.



- Enroll in an info session & apply for the program at hlcc.hudsoninstitute.com

Thank you

For more information
contact cich@hudsoninstitute.com
or visit cihc.hudsoninstitute.com

