

TRAINING TITLE: “Auxanõ Strengths Program (ASP)”

Organization: Auxanõ Team SA – Geneva / Auxanõ Team SAS – Paris
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Format: Remote – Virtual Classroom (Zoom)
Version / Update: Vers. 2026_v1.3

1. Training Title

Auxanõ Strengths Program (ASP) – Equipping HR leaders, managers, and internal management coaches with strengths-based approaches, building trust, and leveraging AI

2. Learning Objectives

Upon completion of the training, participants will be able to:

1. **Interpret a Strengths Approach profile and associated tools**, and identify actionable areas for development
 2. **Conduct a structured coaching conversation** using the **Discover → Define → Do** model
 3. **Apply the fundamentals of trust** to build a secure coaching relationship and improve the quality of conversations
 4. **Identify overuse, underuse, or stress-induced expression** of strengths and provide ethical and precise guidance
 5. **Use AI responsibly** to prepare, structure, synthesize, and improve coaching practice (safeguards, confidentiality, boundaries)
 6. **Apply the strengths-based approach to HR and managerial scenarios** (onboarding, performance, leadership) and develop a realistic action plan.
 7. **Read a Team Strengths Grid and Design a Team Workshop** (objectives, sequence, psychological safety, follow-up commitments).
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3. Target Audience

- Human Resources managers and staff
 - Internal coaches (or future internal coaches)
 - Managers/leaders who lead development conversations
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4. Prerequisites

- Proficiency in English (spoken and written)

- Currently conducting (or planning to conduct) development/coaching conversations within an organization
 - Have a computer with a webcam and microphone, plus a stable internet connection (virtual classroom)
 - Have completed the CliftonStrengths® assessment prior to the training
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5. Cost, Duration, and Format

Total duration: 24 hours

Synchronous: 4 half-days of **4 hours each** via remote learning

Asynchronous: 8 hours (2-hour post-training written exams / 6 hours of coaching practice)

Schedule: to be determined by cohort (e.g., mornings: 8:00 a.m.–12:00 p.m. or afternoons: 1:00 p.m.–5:00 p.m.).

The training fee is CHF 1,950 excl. tax or €2,250.00 excl. tax + applicable VAT

6. Teaching Methods (approaches used)

Program designed for adult learning, combining:

- Structured instruction (concepts, frameworks, demonstrations)
- Progressive role-playing exercises (in pairs or groups of three)
- Contextualized case studies (HR, management, teams)
- Guided feedback (peers + instructor)
- Resources and templates that can be reused in the workplace
- Supervised use of AI for preparation, summarization, and questioning (without replacing human input)

Methods for monitoring implementation:

- Attendance sheets/certificates of attendance (remote)
 - Traceability of activities (exercises, deliverables, final assessments)
 - Certificate of Completion
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7. Technical equipment and resources

Platform: Zoom (main room + breakout rooms).

Educational resources:

- Digital materials (slides, worksheets, conversation outlines, preparation templates)
- Library of “responsible” prompts (coaching & summarization)
- Practice materials (case studies, sample profiles, ethical checklists)

8. Facilitation

Training led by Auxanõ Team trainers (senior coaches / certified facilitators).
Gallup Strengths certified coaches

Facilitators	Qualifications
Nicola Balestrini	Gallup-Certified Coach (2020) Professional Coach (2020) Coach Supervision (2023) ICF PCC Certified Coach (2024)
Sonia Balestrini	Professional Coach (2017) Gallup Certified Coach (2022) ICF ACC Certified Coach (2022)

Auxanõ Team SA reserves the right to replace a speaker in the event of unavailability or for organizational reasons.

9. Assessment Procedures (Qualiopi)

Assessment of Learning Outcomes

- **Initial assessment:** self-assessment + individual goals
- Ongoing **formative assessment:** observation of practice (pairs/trios), structured feedback
- **Summative Assessment (End-of-Course):**
 1. **Multiple-choice quiz** (e.g., 65 questions) on concepts and frameworks (strengths, Discover-Define-Act, trust, AI ethics). Passing score: 80% (i.e., 52/65) or higher. If a participant fails, they may retake the exam once.
 2. **Complete 6 practical coaching sessions:** Required evidence for each session: Coachee feedback form (after each session)

Satisfaction assessment

- Immediate post-session satisfaction survey for the participant
 - Post-session questionnaire at Day 30 to measure the participant's retention of the material
 - Funding agency questionnaire at 90 days (if applicable)
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10. Detailed Content (Learning Path)

In-Person:

Half-Day Session #1 — The Fundamentals of Strengths-Based Coaching & Trust (4:00)

- Vision of internal coaching; coaching vs. mentoring vs. consulting
- Basics of strengths-based development; 4 domains

- Reading/interpreting the Strengths-Based Approach + associated tools (Top 10 + ALL34)
- Core skills (presence, active listening, curiosity, questioning)
- **Discover → Define → Do** model + micro-practice
- Introduction to Responsible AI (preparation, reflection, learning)

Half-Day #2 — Mastery: Advanced Interpretation & Developmental Conversation (4:00)

- In-Depth Reading (Drivers, Biases, Over-/Underuse, Stress)
- Structuring a conversation based on positive psychology of strengths; goals/obstacles
- Practice in pairs and groups of three
- AI: enriching questioning, synthesizing trends, safeguards
- HR/management case studies (onboarding, performance, leadership)

Half-Day #3 — Mastering the Practice & Organizational Integration (4:00)

- “Coach’s Professional Statement of Identity” + commitments
- Full simulation of a coaching cycle (feedback)
- Basics of team coaching (interpreting the team matrix, opportunities, risks)
- AI for continuous development (preparation, reflective learning)
- Integration: HR, leadership, performance/well-being, community of practice

Half-Day #4 — Teams: Collective Performance & Workshop Design (4:00)

- “Coach’s Professional Statement” + commitments
- Full simulation of a coaching cycle (feedback)
- Basics of team coaching (team matrix analysis, opportunities, risks)
- AI for continuous development (preparation, reflective learning)
- Integration: HR, leadership, performance/well-being, community of practice

Asynchronous (Post-training) (completion deadline: 6 months)

- Written exam consisting of 65 multiple-choice questions (2 hours)
- 6 coaching practice sessions with 6 participants (6 hours)

11. Accessibility (people with disabilities)

The law of September 5, 2018, on “freedom to choose one’s professional future” aims to facilitate access to employment for people with disabilities. Our organization strives to provide everyone with equal opportunities to access or maintain employment. We can adapt certain aspects of our training programs; to do so, we will work with you to assess your needs. The Auxanõ Team evaluates the necessary accommodations (format, materials, pace) to enable access to and retention in employment.

If you have any questions, please contact our advisors:

Contact: +41 22 349 03 70 — info@auxanoteam.com

12. Registration Procedures

- Request for information / pre-registration by phone or email
 - We'll send you a training contract/agreement to sign
 - Invoice sent (payment due before the program begins)
 - Zoom login details and logistical instructions will be provided before the session
 - Access to a digital platform for course materials
 - Sending of physical course materials to the address provided by the participant
 - In the event of third-party payment, we must receive approval from the funding source at least 3 weeks before the start of the training.
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13. Certificate of Skills and Professional Development

Monitoring of course completion: sign-in/attendance confirmation (remote), tracking of exercises and deliverables, certificate of course completion.

Throughout the training, participants will take part in practical exercises, coaching simulations, and role-playing scenarios designed to assess and reinforce the skills acquired.

Assessment of Learning Outcomes

- Summative assessment: multiple-choice questions + graded simulation at the end of the program (see below).

Auxanõ Strengths Program (ASP) Professional Development Certificate

The training program leads to a **Professional Development Certificate**, subject to the following conditions:

- Attendance: 100% attendance for all 4 half-days (16 hours) (unless excused by the academic director)
- Final Exam: Multiple-choice exam with 65 questions (ICF competencies, fundamentals, ethics and boundaries, strengths-based coaching, presence and questioning, case studies). Passing score: 80% (52/65) or higher. Retake: 1 additional attempt.
- Practical Experience: Conducting 6 coaching sessions (with 6 different coachees, 60 min/session).
- Evidence: 6 feedback forms from the coachee (one per session).
- The entire validation process must be completed within six months of the end of the basic training.
- Upon completion of the validation process and provided that all requirements and deadlines have been met, the certificate will be issued.
- **The professional certification** is valid for a period of three years. At the end of this period, the participant will be invited to renew it at no additional cost.
- Renewal Process: Exam: 20-question multiple-choice test (ICF competencies, fundamentals, ethics and boundaries, strengths-based coaching, presence and questioning, case application). Passing score: 80% (16/20) or higher. Retake: 1 additional attempt.

Course Certification

- A certificate of completion is issued to all participants who have completed the program and passed the required assessments.