

Coaching with the Artificial Intelligence Coaching Alliance Standard (AICAS)

Presenter:

Jazz Rasool,
Director, Artificial Intelligence Coaching Alliance



Artificial
Intelligence
Coaching
Alliance

<https://aicoachingalliance.com>

Attend this workshop and learn about the Best Practice AI Coaching Competencies to Supplement AC, EMCC, ICF Coaching Competency Sets. Discover how your coaching and mentoring practice ecosystem can comply with the competencies of the April 2024 Artificial Intelligence Coaching Alliance Standard (AICAS).

This workshop shows participants how human intuition and AI's analytical capabilities can be used in a congruent way within a coach-client relationship. Competency sets are introduced to ensure clients can realise their potential, a coach can develop professionally, and AIs used in coaching are also refined after each session.

The AICA standard draws on coaching competencies of the AC, EMCC and ICF, intended for use with human coach/client dynamics, then integrates and reframes them for an optional tri-partite practice including AI as a partner. This can amplify the benefits the human coach provides their client. Complying with the AICA standard facilitates a collaboration between Coach, Client and AI that enhances the coaching process. Following the standard ensures commitment to the principles of Explainable AI, Responsible AI, and Ethical AI enshrined in articles of international AI Laws.

The AICAS competency set does not replace existing competency sets of the AC, EMCC and ICF, it instead provides supplementary competencies. This ensures an effective and compliant AI augmented Coaching and Mentoring process, with minimal friction and learning curve, which generates insights that enhance, enrich, and empower the coaching relationship.

The Schedule for the workshop is below

10mins Introductions	10mins: Overview
15mins Practice: Safety First 1. Ethical and Inclusive AI Practice 2. AI-Enhanced Trust and Safety	15mins Practice: Enhanced Insight 3. Growth-Oriented Coaching Mindset with AI 4. Deep Listening Supported by AI
15mins Practice: Enriched Empowerment 5. Communicating Effectively with AI Assistance 6. AI-Curated Learning and Goal Realisation	15mins Practice: Future Proofing 7. Sustainable Change and AI 8. AI-Reflective Practice and R&D Advancement
10mins Closing Thoughts	

These competencies will, in practice, enable you to use AI transparently, responsibly, and ethically in the coaching relationship. You'll know when and how to harness AI's potential and what its limitations are. You'll be shown how to actively work to mitigate biases, and how to build in ways that will foster client empowerment and professional excellence. You'll see how to create a partnership between coach, client and AI that is cultivated with an eye on the future in a way that will ensure the continued advancement of the coaching profession without negatively impacting its core values of trust, respect, and ethical integrity.

April 2024 Artificial Intelligence Coaching Alliance Standard (AICAS)

Best Practice AI Coaching Competencies to Supplement AC, EMCC, ICF Coaching Competency Sets

Safety First

1. Ethical and Inclusive AI Practice <ul style="list-style-type: none">• Transparent AI Integration: Clearly communicating the role and limitations of AI, ensuring that clients understand how their data is used and how AI-generated insights are derived while respecting compliance with acts of AI Law.• AI Confidentiality: Maintaining the highest standards of data privacy and ensuring that AI systems comply with confidentiality agreements.	2. AI-Enhanced Trust and Safety <ul style="list-style-type: none">• Secure and Supportive AI Environments: Using AI to create and maintain secure coaching environments, while ensuring that AI tools do not compromise the emotional safety of the client respecting Diversity, Equity, Inclusion and Belonging as well as Ethics and Environmental, Social and Governance safeguards.• Responsible AI Partnership: Ensuring that AI systems are used responsibly and ethically, to support rather than replace the coach-client relationship.
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Enhanced Insight

3. Growth-Oriented Coaching Mindset with AI <ul style="list-style-type: none">• Continuous AI Learning: Adopting AI for enhanced ongoing professional development and as a source of new coaching insights and methods.• Client-Centric AI Usage: Using AI to personalise the coaching experience, respecting the client's individuality and enhancing the human-centric approach of coaching.	4. Deep Listening Supported by AI <ul style="list-style-type: none">• AI-Driven Insightful Listening: Incorporating AI tools to deepen understanding of the client's verbal and non-verbal communication, recognising patterns that may not be immediately evident.• Emotionally Intelligent AI: Training AI to recognise and interpret emotional cues, aiding the coach in responding to the client's emotional states.
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Enriched Empowerment

5. Communicating Effectively with AI Assistance <ul style="list-style-type: none">• AI-Augmented Communication: Using AI to enhance clarity and impact of communication, while ensuring that the coach's message resonates with the client.• Feedback Informed by AI: Utilising AI to gather and analyse feedback, providing the client with evidence-based insights.	6. AI-Curated Learning and Goal Realisation <ul style="list-style-type: none">• AI-Supported Awareness and Goal Setting: Utilising AI to assist clients in setting realistic and attainable goals based on data-driven insights.• Empowerment through AI: Employing AI to empower clients by providing them with tools and resources that facilitate self-directed learning and achievement of goals.
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Future Proofing

7. Sustainable Change and AI <ul style="list-style-type: none">• AI-Integrated Action Plans: Designing action plans with the support of AI, ensuring that steps are informed by a combination of human experience and data-driven analysis.• Promoting AI-Assisted Autonomy: Encouraging clients to take ownership of their development, using AI as an aid rather than a crutch.	8. AI-Reflective Practice and R&D Advancement <ul style="list-style-type: none">• AI for Professional Growth: Utilising AI for self-reflection and to inform continued professional development within the coaching discipline.• AI and Professional Excellence: Ensuring AI contributes to the coach's ability to deliver high-quality, innovative coaching services, while actively engaging in the research and development of AI tools for coaches.
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AI Literacies* : Evaluation Rubrics

In evaluating proficiency of competencies, coaches will be rated against three literacy levels for each competency:

Functional
<ul style="list-style-type: none">• Understanding AI Tools and their applications• Navigating AI interfaces and platforms• Operating AI-Driven software and devices• Identifying the limitations and potential of AI Technologies
Critical
<ul style="list-style-type: none">• Evaluating the Accuracy and Liability of AI-generated content• Assessing the quality and relevance of AI Generated sources• Recognising potential biases and ethical considerations• Developing critical thinking skills to analyse AI generation.
Rhetorical
<ul style="list-style-type: none">• Identifying rhetorical patterns in AI-generated text• Analysing style, tone, and voice of AI-generated content• Comparing/Contrasting AI vs human-generated content• Understanding AI's role shaping communication strategies

*Selber, S. A. (2004). *Multiliteracies for a Digital Age*. Southern Illinois University Press.

Artificial Intelligence Coaching Alliance Standard AICAS, April 2024

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