



## **Community As Medicine Training Program Syllabus**

National Board for Health & Wellness Coaching (NBHWC)-Approved Training & Education Program



**APPROVED  
TRAINING  
PROGRAM**

### **Program Description**

Open Source Wellness' 20-week Community As Medicine Training Program prepares students to help improve health and wellbeing for individuals, groups and organizations by utilizing evidence-based relational/behavior change skills and approaches in a variety of settings.

Our certificate program combines a live online curriculum with a three-session mentored coaching practicum. Experienced instructors with significant health and wellness coaching backgrounds will provide thorough, development-focused evaluations and individual feedback.

Emphasis is placed on the foundational knowledge and practical skills of the coaching process standards and competencies of the National Board of Health and Wellness Coaches (NBHWC), as well as uplifting the values of cultural humility, trauma awareness and "Community As Medicine" that are core to Open Source Wellness' work.

Our curriculum includes theory and practice in behavior change and coaching psychology, client-centered communication skills that facilitate self-directed change, group coaching training, evidence-informed process and structure, the ethics of coaching, and understanding health and lifestyle conditions such as diabetes, cardiovascular disease, exercise, nutrition, work-life balance and more.

### **Certificate Requirements**

To successfully complete the certificate program, please review the following requirements.

1. Participants must attend 100% of all class sessions. Students who are unable to attend a live class session should contact the Program Coordinator at [CAMtP@OpenSourceWellness.org](mailto:CAMtP@OpenSourceWellness.org) in advance. There is a makeup process to

complete the missed classwork for excused absences.

If more than 20% of live class sessions are missed, students will not be able to graduate the course. In case of emergency or extenuating circumstances, please communicate as soon as possible with the Program Coordinator at [CAMtP@OpenSourceWellness.org](mailto:CAMtP@OpenSourceWellness.org).

2. Participants must complete three (3) graded practical skills assessments with a passing grade. These sessions may be completed live with an instructor or asynchronously via recording. This is in addition to scheduled class time.
3. Participants must complete any *required* homework, discussion board posts and assignments assigned during the course.

Students can expect to spend 3-4 hours each week on coursework including:

- 2 hours in live online classes
- Additional time outside of class may include:
  - Live peer practice sessions
  - Written discussion board reflections
  - Readings

Additional requirements:

- One to two weekend days per month students will be required to attend six hours of class (see program schedule at bottom of syllabus for dates and times).
- Students will be responsible for scheduling their three graded practical skills assessments on their own time.

### Program Goals

After this course, students will be able to:

- Design and practice coaching relationships and structure to support clear, productive roles and responsibilities for the coach and client, in both individual and group settings.
- Outline and facilitate coaching processes and evidence-based techniques to support client-centered discovery, self-efficacy, autonomy and setting and meeting goals.
- Practice coaching skills one-on-one demonstrating mindful and client-centered listening, open inquiry, effective variations of reflections, action planning and goal setting.
- Practice group coaching skills, expanding upon the one-on-one coaching process to include facilitation of group engagement, positive accountability and social support

- Describe and utilize communication techniques that support enhanced client motivation and facilitate the client's desired and lasting behavior change.
- Identify and discuss the fundamentals of positive psychology which commonly impact client motivation and goal attainment.
- Identify and practice assessing the stages of change and the common effective coaching techniques for various stages.
- Apply mindfulness practices to their own coaching presence, and model or coach them with clients when appropriate.
- Recognize the common signs, symptoms, evidence-based management and the impact of holistic care in chronic diseases including cardiovascular diseases, diabetes, obesity, arthritis, hypertension, and lipid abnormalities.
- Describe the guidelines for evidence-based complementary care and lifestyle behaviors that impact human health and wellness including exercise, nutrition, tobacco use, substance abuse, stress management, sleep and social connections.
- Describe settings where health coaches work and illustrate a clear understanding of the field and scope of practice.
- Recognize and effectively make appropriate referrals for client needs and services outside their own scope of practice.
- Demonstrate thorough knowledge of, and accountability to, the standards of professional conduct and code of ethics.
- Summarize the components and importance of legal factors in coaching to include confidentiality, record keeping, HIPAA considerations, licensure and familiarity with differing local regulations.

### Required Textbook

There is no required textbook for this course.

The reference materials for this course are:

- ❖ *Wellcoaches Coaching Psychology Manual, 2nd edition* by Margaret Moore
- ❖ *Gender, Race, Class and Health: Intersectional Approaches, 1st Edition* by Amy J. Schulz and Leith Mullings
- ❖ *The Health Gap: The Challenge of an Unequal World* by Michael Marmot

### Course Contacts

Program Director: Rachel Barach, [Rachel@OpenSourceWellness.org](mailto:Rachel@OpenSourceWellness.org)

Program Coordinator: Alli Jorgensen, [Allison@OpenSourceWellness.org](mailto:Allison@OpenSourceWellness.org)

### Learning Management System - Kajabi

This course will utilize Kajabi LMS. You will receive an email invitation to join the site. Please follow the instructions to create an account.

### Course Format

This certificate program is being offered fully online. Much of the work in this course will be stored in Kajabi for your convenience.

The typical structure will consist of the sample schedule at the end of this document. **Please carefully read this schedule so that you are aware of class times and due dates for assignments.**

*Sample Schedule (what to expect) each week of the program:*

- 2-hour live online class with instructor
- Mentored coaching session (students responsible for scheduling; occurs on three of the weeks throughout the program) depending on the week
- Optional readings and discussion posts/reflections will be given out throughout the course for further learning and development

### **Grading Policies:**

- **Graded Practical Skills Assessments:** There are a total of three graded practical skills assessments throughout the program. Each assessment will be evaluated (either live or asynchronously) by a credentialed instructor.

Grading will be pass/fail (passing requires an average score of 2 of 4 on 80% or more of the key skills). Students will be given two opportunities to pass the first two assessments, and one opportunity to pass the final assessment.

## Community As Medicine Training Program Schedule

| Day/Date     | Time    | Class  | Topics Covered  | Practical Skills Assessment Assigned            |
|--------------|---------|--|---|---|
| Sat, July 8  | 9am-5pm | Introduction to Open Source Wellness and Coaching      | <ul style="list-style-type: none"> <li>- OSW Experience</li> <li>- Community Is Medicine Model Intro</li> <li>- Coaching Root Disciplines</li> <li>- What does it mean to be an NBHWC?</li> <li>- Social Determinants of Health</li> <li>- Coaching in the Healthcare System</li> </ul>   |   |
| Sun, July 9  | 9am-5pm | The Big Picture & 1st Coaching Session                 | <ul style="list-style-type: none"> <li>- Preparing to Coach</li> <li>- Coaching Container</li> <li>- Essentials of a Successful Coaching Relationship</li> <li>- Non Violent Communication</li> <li>- Transtheoretical Model of Change (TTM) &amp; Stages of Change (SOC)</li> <li>- Coaching Structure: The Big Picture</li> <li>- What's covered in the first session?</li> <li>- Intro to Community as Medicine Model</li> </ul> |   |
| Mon, July 17 | 4pm-6pm | Reflections  | <ul style="list-style-type: none"> <li>- What, When &amp; How</li> </ul>  |   |
| Mon, July 24 | 4pm-6pm | Motivational Interviewing (MI)                         | <ul style="list-style-type: none"> <li>- Engaging</li> <li>- Focus</li> <li>- Evoking</li> <li>- Planning</li> </ul>  |   |
| Mon, July 31 | 4pm-6pm | Positive Coaching Models                               | <ul style="list-style-type: none"> <li>- Navigating Emotions</li> <li>- Appreciative Inquiry (AI)</li> <li>- Acceptance &amp; Commitment Theory</li> <li>- Social Cognitive Theory</li> <li>- 5D Cycle</li> </ul>   |   |
| Mon, Aug 7   | 4pm-6pm | Skillful Conversations                                 | <ul style="list-style-type: none"> <li>- 6 skills to expand a conversation</li> <li>- 5 skills to focus a conversation</li> <li>- Time management</li> </ul>  | <b>1st Practical Skills Assessment Assigned</b> |
| Sat, Aug 12  | 9am-5pm | Wellness Vision, Rapport, and Trauma-Informed Coaching | <ul style="list-style-type: none"> <li>- Imposter Syndrome</li> <li>- Appreciating Your Resourceful &amp; Resilience</li> <li>- Humor, rapport &amp; curiosity</li> <li>- Values, Vision &amp; Virtues</li> <li>- Integration: Assessment &amp; Wellness</li> </ul>   |   |

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|--------------|---------|---|---|---|
|              |         |   | <p>Vision</p> <ul style="list-style-type: none"> <li>- Sustain Talk &amp; Discord</li> <li>- MI: Demo &amp; Practice</li> <li>- Role of Autonomic Nervous System</li> <li>- Trauma Informed Coaching</li> </ul>   |   |
| Sun, Aug 13  | 9am-4pm | HIPAA, Community Is Medicine, and D&I in Coaching | <ul style="list-style-type: none"> <li>- Client centered relationships</li> <li>- HIPAA</li> <li>- 8-part Structure</li> <li>- Community Is Medicine Model</li> <li>- Diversity &amp; Inclusion in Coaching</li> <li>- Your Map of Learning</li> <li>- Equity Enhancing Tips</li> </ul> |   |
| Mon, Aug 14  | 4pm-6pm | Goal Setting                                      | <ul style="list-style-type: none"> <li>- Behavioral goals vs Outcome goals</li> <li>- SMART Goals &amp; Action Plans</li> <li>- Personal Boundaries, Stressors &amp; Resilience</li> <li>- Asking permission &amp; Integration</li> </ul>   |   |
| Mon, Aug 21  | 4pm-6pm | Implementing Goals                                | <ul style="list-style-type: none"> <li>- Decisional Balance &amp; accountability</li> <li>- Deshaming failure</li> </ul>  |   |
| Mon, Aug 28  | 4pm-6pm | Follow-up Sessions & Accountability               | <ul style="list-style-type: none"> <li>- Transtheoretical Model of Change (TTM)</li> <li>- How to coach between Stages of Change (SOC)</li> <li>- Tracking progress</li> </ul>  |   |
| Sat, Sept 9  | 9am-4pm | Presence in Action and Group Coaching             | <ul style="list-style-type: none"> <li>- Emotional wellness</li> <li>- The Righting Reflex</li> <li>- Best practices about advice</li> <li>- Group coaching - theory and practice</li> </ul>  | <b>2nd Practical Skills Assessment Assigned</b> |
| Mon, Sept 11 | 4pm-6pm | Mental Health in Health & Wellness                | <ul style="list-style-type: none"> <li>- Wellbeing concepts &amp; emotional Wellness</li> <li>- Coping with Stress</li> <li>- Mental health terminology</li> <li>- ID key signs of mental wellness</li> <li>- Legal Considerations / Referrals</li> </ul>                               |   |
| Mon, Sept 18 | 4pm-6pm | Physical Health in Health & Wellness              | <ul style="list-style-type: none"> <li>- Context of Weight &amp; BMI</li> <li>- Chronic disease: Metabolic Syndrome, High Blood Pressure, High Blood Sugar, Diabetes, Dizziness</li> <li>- Diabetes</li> <li>- Chronic Pain</li> <li>- Heart Disease, High Density Lipids,</li> </ul>   |   |

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|             |             |   | Stroke, Arthritis   |  |
| Mon, Oct 2  | 4pm-6pm     | Health & Wellness and Preventative Health           | <ul style="list-style-type: none"> <li>- Health promotion</li> <li>- Disease prevention</li> <li>- Health related quality of life (Physical, Psychological, Spiritual, Social)</li> <li>- Spiritual wellness &amp; preventive care strategies</li> <li>- Meal Plans &amp; Health Plate Comparisons</li> </ul> |  |
| Sat, Oct 7  | 9am-4pm     | Mindfulness Practices & Exploring Health Conditions | <ul style="list-style-type: none"> <li>- Mindfulness: What it is &amp; putting it in action</li> <li>- Mindfulness &amp; Self Efficacy</li> <li>- Environmental Wellness</li> <li>- Coaching different health conditions</li> </ul>   |  |
| Mon, Oct 9  | 4pm-6pm     | PsychoSocial Wellbeing                              | <ul style="list-style-type: none"> <li>- Physical Health</li> <li>- Tobacco, Alcohol &amp; Drugs</li> <li>- Social Wellbeing</li> <li>- Isolations vs. Loneliness</li> <li>- Social &amp; Environment Support</li> </ul>  |  |
| Mon, Oct 16 | 4pm-6pm     | Nutrition & Cultural Humility                       | <ul style="list-style-type: none"> <li>- Nutrition in review</li> <li>- Diversity &amp; Cultural Humility with Food</li> </ul>  | Final Practical Skills Assessment Assigned |
| Mon, Oct 23 | 4pm-6pm     | Working with Resistance                             | <ul style="list-style-type: none"> <li>- Advanced Strategies and Approaches</li> <li>- Boundaries vs Sustain Talk</li> </ul>  |  |
| Mon, Oct 30 | 4pm-6pm     | Legal & Ethics                                      | <ul style="list-style-type: none"> <li>- Professional Conduct</li> <li>- NBHWC Code of Ethics</li> <li>- Ethics in review</li> <li>- Legal requirements</li> </ul>  |  |
| Sat, Nov 4  | 9am-5pm     | Health and Wellness & Integration Into Coaching     | <ul style="list-style-type: none"> <li>- Coaching Chronic Health Conditions</li> <li>- Health &amp; Wellness Final Review</li> <li>- Ending a coaching relationship</li> </ul>  |  |
| Sun, Nov 5  | 9:30am-2 pm | QPR & Suicidality                                   | <ul style="list-style-type: none"> <li>- QPR Method &amp; Suicidality</li> <li>- Option to be certified as a QPR Gatekeeper</li> </ul>  |  |
| Mon, Nov 6  | 4pm-6pm     | The Business of Coaching                            | *Optional* panel and discussion on building a coaching business and pathways to employment  |  |
| Mon, Nov 13 | 4pm-6pm     | Engaging Health Education Strategies                | <ul style="list-style-type: none"> <li>- Facilitation Strategies - Prep &amp; Delivery</li> <li>- Content Writing &amp; creation</li> </ul>   |  |

|             |         |                             |   |  |
|-------------|---------|-----------------------------|---|--|
| Mon, Nov 20 | 4pm-6pm | Graduation & New Beginnings | - Personal & Group Reflections<br>- Celebrations!!! |  |
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### Student Testimonials

“I chose CAMtP because it felt like what they described from the course content aligned more with my own values. Safe to say it did not disappoint! I loved how grounded and socially aware the instructors were, and how the entire course covered everything from grief, diversity, equity, inclusion, and so many other real life challenges that are rarely addressed within the health care system. Definitely a very innovative and true-to-work health coaching program.” - Gaby Galindo, 2022 Cohort

“I really enjoyed the CAMtP Health and Wellness coaching course. Not only have I increased my coaching skills, but I have been able to learn so much about myself. That to me says something about the integrity of this program. I have a voice. Open Source Wellness recognizes it and encourages me to use it too.” - Student in 2022 Cohort

“The Community centered approach from the CAMtP program aligned with my dreams of working within the health system. The depth of experience and the passion from the core facilitators enhances this program indefinitely. This program will not only create space to learn, practice, and explore new tools and strategies for health coaching, but will also challenge your perspective and approach toward more inclusive and diverse health access.” - Ray Schmoker, 2022 Cohort

“The highlight of the program was having a diverse cohort that is committed and dedicated to health and wellness. The instructors always made sure to make space for the students to share their perspective. The CAMtP sessions were engaging and there was always an opportunity to practice with our fellow students. Overall it was a great opportunity to learn the concepts of health coaching and how to incorporate them with our prospective clients. The program has helped me to gain more confidence with my skill plus has placed a great importance on self care while I am on this journey of health coaching.” - Rohita Bhatia, 2022 Cohort



“The CAMtP program was created by experts actually doing group and individual coaching with underserved populations, so the amount of genuine experience that the team brings to the program creates a very inspiring and relevant experience. The dedication and commitment of the team is felt at every moment of the program, in addition they are very realistic and flexible about student's needs and make accommodations when necessary. Sessions are fun, interactive and experiential - so there is a chance to assimilate the material with all adult learning principles taken into consideration.” - Student in 2022 Cohort

“I love that it is mostly Black, Brown and Indigenous people in the group. It made for more enriched conversations.” - Student in 2022 Cohort

“This program is forward thinking and inclusive. It is clearly committed to making a positive impact on healthcare and rebuilding broken trust so that people can get the support they need to improve their health and wellbeing.” - Student in 2022 Cohort

“I love how complete this training program is. While it does focus on health coaching, we also [learned about] so many other issues that play a part in a person's wellbeing, from culture, beliefs, mental health, food accessibility and so much more.” - Student in 2022 Cohort