INTERNAL COACH
CERTIFICATION PROGRAM

ACSTH

ATOM® WAVE

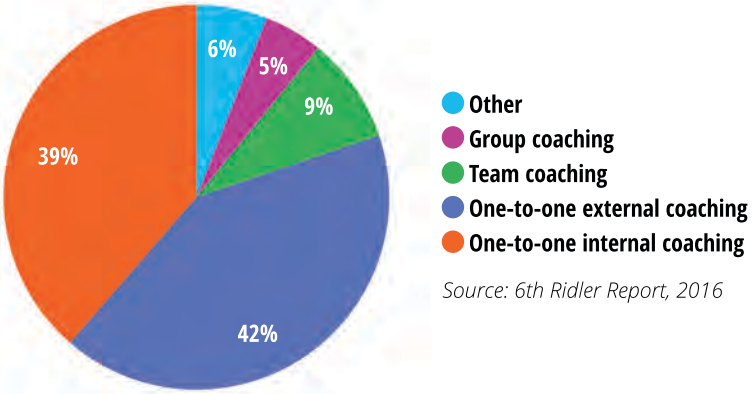
SOLUTION FOCUSED CHANGE

INTERNAL COACHING* IS ON THE RISE...

At a time when the organisational agility is the new must, the need for coaching people is exponentially increasing. So far, this has been covered mainly by external coaches.
Currently, organisations are successfully developing an internal infrastructure of coaches as a high ROI vehicle to drive change and transformational development throughout the organisation.

According to the latest Ridler report, external coaching accounts for 42% of the volume of coaching services delivered within organisations, and internal coaching is just behind with 39 %.

Moreover, 75% of organisations expect internal coaching to rise within the next 2 years.



Source: 6th Ridler Report, 2016

***Atom Wave Internal Coaching Definition:** A coaching process supported by the organisation and provided by trained qualified coaches who undertake A-Z coaching assignments with colleagues outside their line management responsibilities. It is a process limited to a specific period of time and supports internal clients develop own goals and solutions appropriate to their context.

PROGRAM GOALS

The role of the Internal Coach is a challenging one. Internal Coaches have to navigate complex stakeholder requirements while maintaining coaching ethics. They need artfully juggle the demands of the functional role with this of the internal coach role. Moreover, it is important to feel confident to stick to the "client is the expert" coaching approach instead of resorting to the safety of advising. And this is just a few of the challenges internal coaches face.

The Atom Wave "Internal Coach Certification" program is conceived and designed with the Internal Coach challenges in mind. It aims to deliver a state of the art ICF Accredited training that will equip participants with in depth coaching skills as well as practical tools designed and tested to run A -Z internal coaching assignments within their organisa-

A *Empowered /CF ACSTH Certified internal coaches with a Solution Focus mind set and an "all weather" coaching tool kit for internal clients and own teams.*

B *In-House easily accessible, high quality, executive coaching skills to accelerate the establishment of a coaching culture in the organisation.*

C *Practical capacity building coaching tools to support transfer of learning from leadership development to every day life.*

D *A-Z Internal Coaching services with high Return on Investment and Evidence-Based coaching results.*

E *Acceleration of transformation beyond KP/s as people require support via coaching to successfully implement most of changes.*

PROGRAM STRUCTURE

MODULE 1:

Month 1 → **Month 3**

Prework

Workshop 1:
Fundamentals of Coaching Conversations

Group Mentor Coaching 1

PRACTIFY Social Learning Platform

Peer group practice

Practicum with real clients

MODULE 2:

Month 3 → **Month 4**

Workshop 2:
Internal Coaching Methodology & Tools

Group Mentor Coaching 2

PRACTIFY Social Learning Platform

Peer group practice

Practicum with real clients

MODULE 3:

Month 4 → **Month 6**

Prework

Workshop 3:
Empower the Internal Coach

Recorded session assessment

Individual mentor coaching

ACSTH certification

PRACTIFY Social Learning Platform

Peer group practice

Practicum with real clients

PROGRAM BUILDING BLOCKS

RIGOROUS 90 HOUR PROGRAM

A carefully designed and rigorous 90-hour program structured in three modules over a six-month period. You will receive a total of 70 ICF ACSTH training hours, plus 20 hours of supervised practice and mentor coaching.

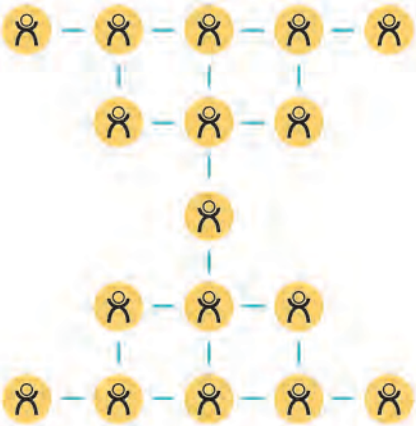
You will master coaching tools and methodologies especially designed for coaching within organizations and you will earn the Internal Coach Certification upon completion of all program requirements.

SOLUTION FOCUS METHODOLOGY

Our coaching approach is based on the Solution Focus methodology, a Strengths - based approach that values practicality and offers a positive and pragmatic way to work within organizations.

The focus is three-folded: on people's strengths discovering how they have achieved things so far, on clear definition of What is wanted vs. why it has not happened and on design and action upon small but concrete progress steps.

PROGRAM BUILDING BLOCKS (CONT'D)



INTERNAL COACHING FRAMEWORK

You will get a full Internal Coaching Framework and kit. This includes how to: Define the internal coach's role in combination with the functional role; Navigate between key Sponsor needs & Ethical Dilemmas; Set up and Communicate internal coaching scope and processes internally; Assess coachability; Monitor and Measure progress; Forms, Contracts, templates to start internal coaching assignments as of next day.

MENTOR COACHING

Within the program, you will receive 6 Mentor coaching hours.

We assign you into small groups with a Mentor Coach who will take you through the process of mastering all the coaching competencies in real coaching situations.

You will get personalised support and feedback on your coaching skills.

PROGRAM BUILDING BLOCKS (CONT'D)

PEER GROUP PRACTICE

Peer Group Practice is an integral part of the course. It is monitored and supported by course instructors.

You will get full guidance on matters such as confidentiality, feedback, organisational hierarchy challenges and you will be required to send reflections and coaching logs to your course instructors for supervisory purposes.

REAL CLIENT COACHING

Your Practice with Real Clients is where you take everything you have learned in class and start applying it with real clients.

It's one thing to coach your peers - it gives an opportunity for great practice in a safe setting. Still it is important to complete the course and be confident coaching clients within your organization. This can only happen if you get the chance to coach real clients during the program.

Your supervisor will support you with feedback, answers to your questions, and discussion on challenges and ways to handlethem.

PROGRAM BUILDING BLOCKS (CONT'D)

PRACTIFY Social Learning Platform

Throughout the course duration, the Practify innovative social learning platform is used to assist the creation of an internal coaches' community and a culture of sharing experience amongst learners.

Through the Practify missions designed by your instructor, you will be in close contact with your classmates in-between-modules assignments, you will have a space to share experiences and support to new learnings from your course instructor and your co-learners.

INTERNAL COACH CERTIFICATION

By accomplishing successfully the full training program, the practice assignments, the mentor coaching sessions, the real client practice hours requirements, you will earn your Certification in Internal Coaching.

The whole program is 90 hours and is accredited by the ICF as 70 ACSTH, qualifying participants for the training requirements for the Associate Certified Coach (ACC) credential.

MODULE 1:
FUNDAMENTALS OF COACHING CONVERSATIONS

"True developmental experience ... with measurable results and positive effect on work ethic. Solution focus works!"

Golfo AGAPITOU

Assistant General Manager, People Talents at Eurobank

MODULE 1: FUNDAMENTALS OF COACHING CONVERSATIONS

Module 1 focuses on the basics of Solution Focused conversations and key coaching skills required for a successful Internal coaching relationship.

STAGE

1.1 Intro Workshop

Description: During this introductory workshop the program structure, its benefits and requirements are fully presented.

Moreover, participants get the definition of what coaching is and what is not and how it is differentiated from other supporting roles such as training, mentoring, sports coaching and counselling.

Duration: 2hrs

Objective: Clarify program structure and requirements to gain commitment and voluntary participation.

STAGE

1.2 Module 1 Workshop: Fundamentals of Coaching Conversations

Description: During these 3 workshop days participants practice on Powerful Questioning, Active Listening, Trust and Intimacy, Contracting, Planning and Action Planning, Direct Communication, Creating Awareness, Ethical Guidelines and Professional Standards.

Beyond skills practice, during the Module #1 three workshop days, each participant practices full coaching at least four times.
Main topics include::

- How to Establish an Environment ofTrust within an internal coaching relationship
- When to coach and when not to coach
- The Formula of Change for solid Contracting: Is everyone Coachable?
- The Five Steps of Solution Focused coaching Methodology: Agreement - Desired Future - Scaling- Exceptions and Resources -Concrete Next Steps
- Practicing and observing the ICF Core Competencies

Duration: 3 days - 9:00 - 18:30
Highly interactive and intensive. Participation in all parts of the training is mandatory for fulfilment of program requirements for Certification.

MODULE 1: FUNDAMENTALS OF COACHING CONVERSATIONS

STAGE

1.2 Module 1 Workshop: Fundamentals of Coaching Conversations

Objective: Upon completion of this workshop participants will have learned how to:

- Define coaching and which are the ICF Core Coaching Competencies.
- Carry out a basic coaching conversation.
- Implement coaching competencies in the areas of powerful questioning, active listening, planning and goal setting, and establishing trust and intimacy.
- Apply the Solution Focused Approach into coaching.

STAGE

1.3 Peer-Group Practice

Description: In subgroups of 3s, participants get to practice between themselves, exchanging feedback at the end of each round. Reflections and coaching log are submitted to course instructor. Peer group practice is an integral part of the program, it is mandatory and required to fulfil program requirements for Certification.

Subgroups of 3s

Estimated Time Investment: about 2 hrs / practice

Objective: Practice coaching skills within a safe environment.

STAGE

1.4 Practicum with Real Client

Description: Each participant gets to practice having a coaching conversation with two coaching clients. Sessions are noted in the Coaching Log and sent to course instructors. For each session, a Reflection Form is also sent to the instructor.

Individually

Duration: about 1 hr/ session - 2 sessions minimum

Objective: Practice coaching skills with a real client, experience coaching challenges outside peer group practice.

MODULE 1: FUNDAMENTALS OF COACHING CONVERSATIONS

STAGE

1.5 Digital Learning Platform REFLECTION & SOCIAL LEARNING

Description: Practify is based on the principles of gamification, which have been shown to motivate participants to improve performance, encourage social learning and create a growth minds.

During the program it will be set up to include Challenges and Tasks that participants will have to complete and share reflections about.

Whole group
Estimated Time Investment: 1,5 hr

Objective: Share reflections and complete coaching related practice tasks.

STAGE

1.6 Mentor Coaching

Description: Mentor Coach led session with practice and discussion of specific competencies. Each time 2 live sessions are analysed.
Duration: 2.5 hrs (via Zoom virtual platform)

Objective: Focus and Practice specific coaching competencies.

MODULE 2:
INTERNAL COACHING METHODOLOGY & TOOLS

As a coach you focus on the person's strengths & achievements, trigger the proper questions and the solution is there coming straight away from the coachee himself/herself it's amazing!

Nikolaos BILALIS

Head of HR Business Partnering Central Units /
Internal Coach program participant
EUROBANK

MODULE 2: INTERNAL COACHING METHODOLOGY & TOOLS

Module 2 equips participants with an internal coaching framework, and a set of coaching tools to deal with different types of client issues within a coaching assignment.

STAGE

2.1 Module 2 Workshop: Internal Coaching Methodology & Tools

Description: During these 2 workshop days participants continue practice on Powerful Questioning, Active Listening, Trust and Intimacy, Contracting, Planning and Action Planning, Direct Communication, Creating Awareness, Ethical Guidelines and Professional Standards.

Beyond skills practice, during the Module #2 two workshop days, each participant practices full coaching at least four times.
Main topics include:

- How to manage an A-Z coaching assignment
- Creating an internal Coaching Framework that works!
- First Session: Contracting for Success
- Coaching Tools:
  - How to Coach someone in Dilemma
  - How to Coach someone to open up possibilities
  - How to coach conflicts and toxic relationships
  - How to coach someone to re-ignite his motivation at work
- The Art of Positive Gossip

Duration: 2 days - 9:00 - 18:30
Highly interactive and intensive. Participation in all parts of the training is mandatory for fulfilment of program requirements for Certification.

Objectives: Upon completion of this workshop participants will have learned how to:

- Use coaching tools to assist clients to unblock their potential, detox relationships with colleagues/peers/boss.
- Use the space to visualize for higher brain functioning.
- Address clients at their resources to assist them exploit their own strengths.
- Use the Internal Coaching Kit to run client assignments.
- Establish an Internal Coaching Framework.
- Practice the coaching competencies.
- Use specific techniques to hold clients accountable to their action plans and acknowledge their progress.

MODULE 2: INTERNAL COACHING METHODOLOGY & TOOLS

STAGE

2.2 Peer-Group Practice Between Modules

Description: In subgroups of 3s, participants get to practice between themselves, exchanging feedback at the end of each round. Reflections and coaching log are submitted to course instructor.

Peer group practice is an integral part of the program, it is mandatory and required to fulfil program requirements for Certification.

Subgroups of 3s
Estimated Time Investment: about 2 hrs / practice

Description: Practice coaching skills within a safe environment.

STAGE

2.3 Practicum with Real Client: Coaching Assignment

Description: Until the end of the program, each participant practices with one coaching client for at least four sessions. For this module they are required to complete two out of the four required sessions. All steps of a coaching assignment are to take place and relevant forms submitted to instructors.

Individually
Estimated Time Investment: about 1 hr/ session - 2 sessions minimum

Description: Practice coaching skills with a real client, experience coaching challenges outside peer group practice.

MODULE 2: INTERNAL COACHING METHODOLOGY & TOOLS

STAGE

2.4 Digital Learning Platform REFLECTION & SOCIAL LEARNING

Description: Practify is based on the principles of gamification, which have been shown to motivate participants to improve performance, encourage social learning and create a growth minds.

During the program it will be set up to include Challenges and Tasks that participants will have to complete and share reflections about.

Whole group
Estimated Time Investment: 1,5 hr

Objection: Share reflections and complete coaching related practice tasks.

STAGE

2.5 Mentor Coaching

Description: Mentor Coach led session with practice and discussion of specific competencies. Each time 2 live sessions are analysed.

Duration: 2.5 hrs (via Zoom virtual platform)

Description: Focus and Practice specific coaching competencies.

MODULE 3:
EMPOWER THE INTERNAL COACH

It has exceeded expectations! The blended methodology of workshops, social learning digital platform and group peer / mentoring sessions accommodates for the different learning styles of the participant group, whilst pushing individual comfort zones.

Alexandra FILLIPIDOU

Talent Manager & Internal Coach
Certification participant - Eurobank

MODULE 3: EMPOWER THE INTERNAL COACH

Module 3 is focused on deepening coaching skills, on empowering the internal coach, on identifying ways to juggle between the functional role and this of the internal coach and on navigating relevant ethical dilemmas.

STAGE

3.1 Module 3 Workshop: Empower the Internal Coach

Description: During these two workshop days participants practice on all Core Competencies with the main difference from the previous modules being that they do so through Live coaching sessions with real clients plus coaching practice with their fellow learners.

Main topics include:
- Coaching Dilemmas and Ethics
- Me as a Coach - preparation Techniques
- Microanalysis of coaching conversations
- Live Coaching with Real Clients
- The Scaling Party

Duration: 2 days - 9:00 - 18:30
Highly interactive and intensive. Participation in all parts of the training is mandatory for fulfilment of program requirements for Certification.

Objective: Upon completion of this workshop participants will have learned how to:
- Deepen the implementation of coaching competencies.
- Reflect upon their own coaching skills.
- Establish a strong coaching presence.
- Recognise ethical dilemmas and decide how to handle those based on the ICF Code of Ethics.

MODULE 3: EMPOWER THE INTERNAL COACH

STAGE

3.2 Practicum with Real Client: Coaching Assignment

Description: Until the end of the program, each participant practices with one coaching client for at least four sessions. For this module they are required to complete the remaining two out of the four sessions. All steps of a coaching assignment are to take place and relevant forms submitted to instructors.

Individually
Estimated Time Investment: about 1 hr/ session - 2 sessions minimum

Description: Practice coaching skills with a real client, experience coaching challenges outside peer group practice.

STAGE

3.3 Digital Learning Platform REFLECTION & SOCIAL LEARNING

Description: Practify is based on the principles of gamiflcation, which have been shown to motivate participants to improve performance, encourage social learning and create a growth minds.
During the program it will be set up to include Challenges and Tasks that participants will have to complete and share reflections about.

Whole group
Estimated Time Investment: 1,5 hr

Objection: Share reflections and complete coaching related practice tasks.

MODULE 3: EMPOWER THE INTERNAL COACH

STAGE

3.4 Recorded Session Submission and Assessment

Description: Participants send the Program Director one recorded coaching session of maximum 60 minutes as well as the transcript of it. This is evaluated based on the ACC ICF CORE COMPETENCIES, a complete Feedback Form with the ratings and notes is sent to each student.

Objective: Ensure a unified approach to assessing coaching skills of students.

STAGE

3.5 Individual Mentor Coaching

Description: Each participant receives an hour of individual mentor coaching upon the further development of their coaching skills.

Objective: Create a development plan for further improvement of coaching skills.

STAGE

3.6 Certification

Description: Upon completion of all program requirements: Participation in all three workshops, Practify missions, Mentor-Coaching sessions, Peer group practice and submission of required paperwork Client assignment and required reflections and logs and one Recorded session, students receive their Certification.

Objective: The organization has a pool of highly trained certified internal coaches. Internal Coaches are equipped with an "all weather" coaching toolbox, they are confident to coach own colleagues, and have established credibility inside the organisation.

WHAT YOU GET

ICF ACCREDITED LEARNING

A Coach training program that is accredited by ICF and has gone through a rigorous review process and has demonstrated that its curriculum aligns with the ICF definition of coaching, Core Competencies and Code of Ethics. The "Internal Coach Certificate is accredited as 70 ACSTH hours, and covers the ICF training requirement at ACC (Associate Certified Coach) level.

TAILORED FOR INTERNAL COACHES ONLY

As the program is addressed to prospective Internal Coaches, only executives from within organisations are accepted. This way you get to share and exchange learnings with participants who face similar challenges.

Greece: Program is delivered in Greek.

Switzerland: Program is delivered in English with bilingual English-French course instructors.

WHAT YOU GET (CONT'D)

6 OUT OF THE 10 REQUIRED MENTOR COACHING HOURS

Throughout the program you get support from course instructors and get to practice coaching multiple times. Within your program, you receive 6 out of the 10 required mentor coaching hours required for ACC credentialing by the ICF.

INTERNAL COACHING FRAMEWORK

A complete Framework guide to implement Internal Coaching in the organisation asap.

Coaching Kit with all the forms, processes to start coaching internally immediately.

LATEST DIGITAL LEARNING EXPERIENCE

The digital learning platform of Practify is an integral part of the program. Through the carefully designed "missions" by course instructors, participants get to maintain a link in-between modules and at the same time develop a community of internal coaches.

WHAT YOU GET (CONT'D)

TRAINING MATERIAL PACKED WITH QUALITY TOOLS

Top quality training material & tools - easy to use reminder cards, specially designed for Internal Coaching.

Greece: material is in Greek.
Switzerland: material is in English

COURSE INSTRUCTORS

Olympia MITSOPOULOU KOLYRIS

PROGRAM DIRECTOR & INSTRUCTOR

Olympia Mitsopoulou is an organizational psychologist (M.Sc.), Professional Certified Coach by the ICF (PCC), Program Director and designer of the Atom Wave "Internal Coach Certification" ICF ACSTH program.

Olympia Mitsopoulou founded Atom Wave (then H2gO) in 2002 after a 10-year career as Senior Partner in a leading consulting firm. Atom Wave has designed Coaching programs for over 100 client organizations internationally. Amongst client organizations are: AB, Alpha Bank, Ax.A, Eurobank, IKEA, Intersport, Lafarge, L'oreal, Pepsi, Philip Morris, Praktiker, Schneider Electric, Victus, Vodafone.

The Atom Wave "Solution Focused Coaching Skills" program for Leaders was shortlisted for the 2014 European and Mentoring Coaching Council (EMCC) Best program award. In 2017, the ICF ACSTH "Internal Coach Certification" program was designed for internal coaches only. Measuring business impact and ROI of coaching is an inherent part of Atom Wave programs and has developed the "Zoom In - Zoom OutTM" model for measuringBusiness Impact and ROI of Coaching has been developed.

Olympia is Certified by Coach U, Certified by SolutionSurfers in BRIEF Coaching and Team Coaching, and by AXIALENT in Conscious Business coaching. She is an assessor for the European Individual Accreditation and the European Quality Award for the European Mentoring and Coaching Council and a judge for the 2018 ICF International Prism Award.

Olympia is based in Lausanne, and splits her time between working in Switzerland and Greece.

COURSE INSTRUCTORS

Marialexia MARGARITI

PROGRAM INSTRUCTOR & MENTOR COACH

Marialexia Margariti is an organizational psychologist (M.Sc.) & Certified Psychotherapist (M.A., ECP), Professional Certified Coach by the ICF (PCC), EMCC Assessor of training providers (EQA) & coaches seeking individual accreditation (EIA) and supervisor.

She spent a large part of her career in the corporate world, starting in the area of Human Resources, and later in the areas of brand management and advertising at European and global levels.

She has coached senior managers, individually & in teams, for more than 1.500 hours and has worked as senior trainer in large coaching & mentoring programs at local and international levels.

In the last couple of years she is supervising teams of students in coaching training programs (internal & external coaches).

Marialexia is currently Vice President Quality in EMCC's International Executive Board responsible for matters related to Ethics, Regulation, Diversity & Inclusion, competencies & CPD for coaching/mentoring/supervision. She is a founding member and former President of EMCC Greece. She is also member of European Association of Psychotherapy (EAP), National Organisation of Psychotherapy Greece (NOPG) and International Coach Federation (ICF).

NEXT STEPS

PRESS HERE TO DOWNLOAD YOUR REGISTRATION FORM

Contact

Olympia@atom-wave.com

to reserve your seat or get additional clarifications.

Space is limited,

and there will be a first come - first serve policy!

Get the Early Bird rates

to make the best out of your fees.

ABOUT
ATOM WAVE

Originally founded in 2002 in Greece by Olympia Mitsopoulou, Atom Wave (then H2gO) is now a Swiss based firm with an international client list.

Since 2002, the Atom Wave team has designed and delivered Coaching and Mentoring development programs for **1500+ leaders** internationally (Europe – US – Asia)

Atom Wave has a pioneering profile, as it

- introduced **Mentoring** and **Coaching** programs in Greece since 2002,
- launched **Solution Focused coaching** in the Greek market in 2008,
- designed the first corporate **"World Cafe"** facilitation event in 2015,
- blended **Digital Social Learning Platforms** with face to face training in 2017, and now
- created the first Solution Focused **ICF ACSTH Internal Coach Certification.**

Its "Solution Focused Leadership Coaching Skills" program was shortlisted for the 2014 European and Mentoring Coaching Council (EMCCJ **Best program award.**

Published Research on ROI of Coaching and developed the Zoom IN - Zoom OUT™ model for measuring Business Impact of Coaching .

ICF International Coach Federetion

EMCC European Mentoring & Coaching Council

ATOM WAVE SOLUTION FOCUSED CHANGE

For more information visit: www.atom-wave.com
or contact us at: solutions@atom-wave.com

OUR BELOVED CLIENTS

THANK YOU FOR YOUR INTEREST IN WORKING WITH US!

ATOM WAVE®
SOLUTION FOCUSED CHANGE

Atom Wave, Solution Focused Change
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APPENDIX

APPENDIX 1:
REQUIREMENTS FOR ICF ACCREDITATION

• ACSTH training stands for Accredited Coach Specific Training Hours and it is a term used by ICF to signify that a specific program has been assessed to meet all operational and quality standards to cover training requirements for credentialing via the ACSTH option.

• Minimum ACSTH for ACC credentialing (the first level of Accreditation) are 60 hours and the Atom Wave "Internal Coach Certification" program is a 90 hour program with 70 ACSTH hours, so the 60 hours are more than covered.

• Additionally,the program includes supervised practice AND 6 out of the 10 mentoring hours should you decide to proceed with ICF Accreditation.

• In order to get credentialed as a coach at ACC level by the ICF, after completion of the Atom Wave "Internal Coach Certification" requirements, you would also need:

• 4 Hours of Mentor Coaching (within the program you get 6 mentoring hours and therefore only need 4 instead of 10)

• Submit a Recorded Session & Transcript which will be assessed

• 100 client coaching hrs (not with Direct reports)

• Pass the Coach Knowledge Assessment

• Pay the respective application fee

• For more information please visit the ICF relevant page.

APPENDIX 2:
SOLUTION FOCUSED COACHING METHODOLOGY

• Our methodology is Solution Focused throughout. The approach follows four basic Principles which affect the way we manage the coaching relationship in total.

• This means we concentrate on WHAT IS WANTED, rather than the reasons why it happened. With Solution Focus coaching training you will have tools to support your coachee work constructively on the what they would like to achieve rather than analyzing what went wrong and who is to blame.

• We consistently focus on WHAT IS THERE helping our coachees discover their own strengths and resources. With people, it is more efficient, to build change on existing qualities, and the “What is There” rather than the "What is not", which is what is missing - a gap!

• We accompany our coachee in a constructive exploration of the past to detect all the clues of WHAT WORKED, learn from that, analyse positive deviances and use these as a resource for the future.

• Small yet concrete next steps can create ripple effects and change, leading to progress. Solution Focus is about “SMALL NEXT STEP” with a focus on creating noticeable progress. Change comes from small practical actions vs. grandiose action plans.

Watch the three minute Atom Wave Solution Focused animation
«How Solution Focus works»

APPENDIX 3:
PRACTIFY SOCIAL PLATFORM

ATOM Wave is pioneering the use of Social Learning in order to support learners keep in contact amongst themselves, with the course instructor, with the methodologies taught and eventually build a community.

Having partnered with **PRACTIFY**, during the whole program duration participants will have to complete Challenges and Tasks as well as share reflections about the program implementation joining an electronic platform specially designed for training and adapted by Atom Wave (in Greek) for the specific program.

Practify is based on the principles of gamification, which have been shown to motivate participants to improve performance, encourage social learning and create a growth minds.

ATOM WAVE
SOLUTION FOCUSED CHANGE

MORE INFORMATION AT:

www.atom-wave.com • solutions@atom-wave.com