

Professional Advanced Diploma in Finance, Sustainability, and Agile Coaching

Program Title

Professional Advanced Diploma in Finance, Sustainability, and Agile Coaching

Awarding Body

Aligned with: ICF Core Competencies • ICAgile • GRI/ESG Standards

Duration & Delivery Format

- **Total Duration:** 9–12 months (part-time) / 6 months (intensive option)
 - **Delivery Mode:** Blended (live virtual, in-person intensives, self-paced study)
 - **Total Learning Hours:** 200–240 contact hours + capstone
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Learning Outcomes

Upon successful completion, participants will be able to:

1. Analyze sustainable finance frameworks and integrate ESG principles.
 2. Apply systems thinking and theory of change to finance and sustainability.
 3. Coach and lead agile teams within complex, adaptive financial systems.
 4. Facilitate transformational learning spaces with awareness of ethics and power.
 5. Design and evaluate ESG-driven change interventions.
 6. Communicate financial sustainability narratives with integrity and impact.
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Modules Overview

Module 1: Foundations of Sustainable Finance

- ESG principles and regulatory frameworks (GRI, SASB, TCFD)

- Financial decision-making in a sustainability context
- Green bonds, impact investing, SDG finance
- Case studies from banking, fintech, and investment

Assessment: ESG portfolio critique + sustainability finance reflection paper

Module 2: Systems Thinking and Climate-Aware Strategy

- Systems theory in financial ecosystems
- Scenario planning and climate risk mapping
- Theory of Change and leverage points
- Stakeholder power, resistance, and alignment

Assessment: Systems map + stakeholder analysis and intervention logic

Module 3: Agile Leadership and Team Coaching

- Agile principles (Scrum, Kanban, SAFe)
- Team coaching models (Tuckman, Lencioni, Whitmore)
- Servant, adaptive, and agile leadership
- Retrospectives, sprint planning, and continuous feedback

Assessment: Agile team simulation + learning sprint retrospective

Module 4: Facilitation and Coaching for Transformation

- Adult and transformational learning (Mezirow, Kolb, Freire)
- Designing safe, inclusive learning environments
- Tools for coaching reflection, metaphor, and systems
- Facilitating feedback, presence, and supervision

Assessment: Peer-led facilitation practicum + supervision journal

Module 5: ESG Impact and Reporting for Change Agents

- ESG metrics, assurance, and transparency
- Integrated reporting and double materiality
- Case writing and storytelling for ESG change
- Communicating with stakeholders and investors

Assessment: ESG impact narrative + reporting dashboard

Module 6: Ethics, Inclusion, and Stakeholder Engagement

- Ethics in finance and coaching
- Inclusion, accessibility, and systemic equity
- Stakeholder communication and engagement planning
- Power dynamics in facilitation and decision-making

Assessment: Ethical dilemma response + inclusive leadership action plan

Capstone: Sustainable Change Lab

Participants develop a **real-world ESG transformation project**, applying tools across the course:

- Stakeholder engagement
- ESG metrics and reporting
- Agile strategy
- Coaching and facilitation
- Theory of Change

Deliverables:

- Final project report
- 10-min live presentation
- Reflective learning journal

- Peer feedback summary
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Learning Resources & Support

- Digital learning portal (asynchronous content, readings, videos)
 - Live coaching circles and supervision
 - Toolkits: ESG, systems mapping, agile coaching
 - Templates and rubrics for assignments
 - 1-on-1 faculty mentoring
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Faculty & Mentors

Experts in:

- Sustainable Finance and ESG Strategy
 - ICF-Credentialed Coaching
 - ICAgile Facilitation and Team Coaching
 - Systems Thinking and Change Design
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Certification & Progression

Graduates receive:

- **Professional Advanced Diploma in Finance, Sustainability, and Agile Coaching**
 - Recognition for CPD hours (ICF/Agile/ESG bodies)
 - Optional fast-track to:
 - ICF ACC Credentialing Pathway
 - ICAgile Certified Professional – Agile Coaching (ICP-ACC)
 - ESG Analyst Certificate (optional module)
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Entry Requirements

- 2+ years' professional experience in finance, sustainability, coaching, consulting, or leadership
- Commitment to ethical, reflective, and systems-oriented practice
- Interview or portfolio review may apply for applicants from outside finance