



# Certificate

PRACTITIONER

FIVE LENS PEOPLE DEVELOPMENT PROUDLY PRESENTS  
THIS **PRACTITIONER LEVEL** CERTIFICATE TO

*Heinrich Swanepoel*



THIS IS TO CERTIFY THAT THE ABOVE HAS SUCCESSFULLY COMPLETED 23.75 CONTINUING COACH EDUCATION HOURS (CCE) COMPRISING 7.25 CORE COMPETENCY HOURS AND 16.5 RESOURCE DEVELOPMENT HOURS FOR FIVE LENS PRACTITIONER LEVEL, THEREBY AUTHORIZING USAGE OF FIVE LENS REPORTS FOR INDIVIDUALS.

#### ICF CORE COMPETENCIES

Creating awareness • Meeting ethical guidelines & professional standards • Establishing the coaching agreement  
Establishing trust & intimacy with the client • Coaching presence • Active listening  
Powerful questioning • Direct communication • Planning & goal setting

*Colin Adam*

**COLIN ADAM**

DIRECTOR OF PEOPLE DEVELOPMENT



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