



## **General Department of War Coach Training Application**

The Department of War Coach Training Program (DoWCTP) consists of 50 coaches-in-training per cohort, both military and civilian (GS-12+ and equivalent, O-4+, and E-7+). Cohort 2 will be held virtually June through October 2026. Cohorts 3 and 4 will take place virtually January through May 2027 and June through October 2027. The training consists of both synchronous and asynchronous work, coaching, and mentor-coaching. Specifically, participants will be expected to complete 130 hrs of course work over a five month period.

The War Acquisition University ALD3500 Coach Training consists of approximately 6 slots, per cohort, dedicated the Department of War Acquisition Community (GS-12+ and equivalent, O-4+, and E-8). Cohort 2026A will be held virtually September through October 2026. Cohorts 2027A and 2027 B will take place March through April 2027 and September through October 2027. The training consists of both synchronous and asynchronous work, for a total of 60 hours.

Selected applicants are expected to attend 100% of the synchronous training, complete 100% of the asynchronous work (approximately 3 hours per week), other coaching assigned, and coach approximately 100 hours within 2 years of training completion of training. Details for each program can be found at <https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother/dodcoaching>

1. Please provide your first and last name:
2. Please provide your Department of War email:
3. Please provide your phone number:
4. Please provide your Component and Organization:
5. Supervisor Name, email, and phone number:
6. Are you currently in an Acquisitions billet?



7. Have you participated in a minimum of 60 hours of accredited coach training? If "yes", please contact your Coaching Program Manager because you could already be eligible to be a DoW Coach  
(<https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother/dodcoaching/findyourcoachingprogram> ). We want to reserve slots for those who have yet to receive the minimum coach training hours.
8. What is the role of a coach?
9. Skilled coaches develop trust with their coaching clients. Describe a circumstance where you had to establish trust and where doing so was challenging. Describe the circumstances, your mindset, the skills you used, and the outcome.
10. Describe a situation when you have used coaching skills to support the development of another person. Include in your response the focus of the conversation, the coaching skills used, and the insights you gained from the experience.



11. Describe how you anticipate leveraging coach training to positively impact your organizational culture and workplace environment. Include in your response a description of how you will be an agent of change as a result of the competencies you acquire through coach training.

12. Describe any special requirements and/or accommodations, if any.

Continue below for  
**Supervisor Approval**



The undersigned agrees to allow \_\_\_\_\_ to participate in either one of two cohorts of the DoW Coach Training Program, or one of the two WAU Coach Training Cohorts. An official course syllabus will be distributed after approval of enrollment. I also understand that attendance is 100% percent mandatory and that I will provide space for the future client-in-training to accomplish the synchronous and asynchronous, if applicable, training during duty hours. I have read and understand the dates and applicable dates of training and asynchronous, if applicable requirements.

I acknowledge that each Coach Training Program is a rigorous and a time commitment. I acknowledge that the coach training will prepare participants to educate, promote, and foster a coaching culture within the Federal Government and agree to support the participation of my employee to the best of my ability.

I understand this agreement in no way limits my ability to schedule his/her work. Further, I understand that s/he will keep me informed about the coach Training Program assignments and requirements. I also understand that once selected, participants are required to:

1. Attend all segments of virtual training and complete all asynchronous work (3 hrs per week)
2. Coach 4 individuals for a minimum of 6 hours each
3. Participate in three (3) one-hour one-on-one mentor coaching sessions
4. Receive at least 6 hours of coaching
5. Complete at least five (5) observed coaching session
6. Complete an oral exam demonstrating learned coaching skills
7. Complete all other course requirements

I understand that after graduation, each Coach commits to coach 100 Federal employees in support of establishing a culture of coaching throughout Government within a two-year period. All future coaching engagements need to be approved by me based on organizational priorities. All coaching activities in no way will affect the classification of official duties of positions under my direct supervision.



I also understand this program is at no cost to the agency, training will be conducted in a virtual environment. Applicant understands they *may* need to access virtual training space via personal device, if agency firewall does not permit access to training using government-issued device.

Supervisor Signature

Date

Participant Signature

Date