



Building Coaching Capacity in Education, Leadership, and Student Success

Equipping educators, leaders, advisors, counselors, and student-support professionals with coaching skills to foster self-agency, meaningful growth, and transformational conversations.



A Partner in Human-Centered Capacity Building

Threads That Hold partners with educational institutions and organizations to build coaching capacity among professionals who support human development, leadership growth, and meaningful change.



We help professionals move beyond having conversations with people to creating conversations that transform possibility, ownership, and growth.

The Opportunity: Strengthening Human-Centered Practice

Education and workforce environments are shifting from information delivery toward relationship-centered development. Professionals today are increasingly expected to:

Support Diverse Learners

Serve individuals with complex and varied needs.

Build Self-Agency

Grow confidence, ownership, and initiative.

Deepen Engagement

Strengthen belonging and persistence.

Navigate Hard Conversations

Lead with empathy and clarity.

Develop Leaders

Build capacity across teams and organizations.

Threads That Hold helps institutions build a coaching culture by equipping professionals with practical competencies they can apply immediately.

Aligned With Institutional Priorities



Threads That Hold supports organizations seeking to strengthen:

Student success, engagement, and retention

Career readiness and workforce development

Leadership development and succession planning

Employee growth and organizational culture

Inclusive, relationship-centered practices

Professional capacity-building across roles

Who This Professional Development Supports

Higher Education

- Career services teams
- Academic advisors
- Student success professionals
- Faculty and staff leaders
- Enrollment and support teams

K–12 Education

- School administrators
- Instructional leaders
- Counselors
- Teacher leaders
- Student support professionals

Workforce & Organizations

- Human resource leaders
- Learning and development teams
- People leaders
- Community leadership organizations

Professional Development Outcomes

What participants build, practice, and carry into their everyday work.



Four Capabilities Participants Develop

01 Build Stronger Developmental Conversations

- Practice active listening and powerful questioning
- Facilitate reflection, insight, and dialogue
- Move beyond advice-giving toward ownership

02 Strengthen Leadership Capacity

- Apply coaching-based leadership skills
- Build trust and psychological safety
- Support accountability, growth, and change

03 Increase Individual Agency and Ownership

- Clarify goals, values, and priorities
- Recognize strengths and possibilities
- Create actionable pathways forward

04 Apply Ethical and Inclusive Practices

- Hold professional coaching boundaries
- Honor confidentiality and ethical responsibility
- Use culturally responsive approaches

Program Options

30-Hour

Coaching Certification-Based Program

A foundational pathway equipping educators, advisors, counselors, leaders, and helping professionals with essential coaching competencies they can integrate immediately.

BEST FIT FOR

- Academic advisors
- Career services professionals
- Educators and counselors
- HR professionals and people leaders

60-Hour

Coaching Certification-Based Program

An advanced pathway for professionals seeking deeper mastery of coaching practice, leadership application, and expanded professional integration.

BEST FIT FOR

- Professional coaches
- Leadership development professionals
- Experienced helping professionals
- Individuals building coaching practices

Partnership Models

1

Cohort-Based Professional Development

Customized cohort experiences for employees, faculty, leaders, or student-support teams.

2

Leadership Development Initiative

A coaching-based leadership pathway for administrators, emerging leaders, and those developing others.

3

Career & Student Success Initiative

Coaching competencies for professionals supporting persistence, career readiness, and growth.

4

Individual Enrollment Pathway

Access to certification opportunities for continued individual professional growth.

What Makes Threads That Hold Different

Our approach combines:

- Evidence-informed coaching practices
- Ethical coaching standards
- Adult learning principles
- Reflection and experiential learning
- Practical application through activities, practice, and feedback
- Asynchronous programming for access and equity

Coaching knowledge meets real-world application — building the skills to create meaningful conversations, strengthen relationships, and support sustainable growth.



*Beyond conversations with people
— toward conversations that
transform.*

Explore a Professional Development Partnership

Threads That Hold welcomes conversations with institutions interested in strengthening coaching capacity among educators, leaders, and student-support professionals.

POTENTIAL NEXT STEPS

Discovery conversation

Customized professional development proposal

Pilot cohort planning

Organizational implementation strategy



Threads That Hold, LLC
www.threadsthathold.co
info@threadsthathold.co
484.240.9572

Let's Connect

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info@threadsthathold.co

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