

# ICECP

INTERNATIONAL COACHING  
ENRICHMENT CERTIFICATE PROGRAM



2025 – 2026

16<sup>TH</sup> EDITION



UNIVERSITY OF  
DELAWARE





Gene Sykes

#### THE INTERNATIONAL COACHING ENRICHMENT CERTIFICATE

**PROGRAM (ICECP)** has been received with much enthusiasm. To date, 457 participating coaches representing 125 countries from all five Continental Associations and 39 sports have completed the ICECP program. Celebrating the success of the past editions of the ICECP, we are looking forward to launching the sixteenth edition in partnership with Olympic Solidarity and the University of Delaware.



Sarah Hirshland

While the United States has a long history of serving and supporting the Olympic Movement, we have made a renewed commitment to sharing our resources, expanding our international partnerships and extending a welcoming hand to the world. We are honored to be able to be involved with a program that contributes to the Olympic Movement's greatest asset—its human capital. Through the ICECP program we are not only training coaches, but we are touching individuals and supporting their human development as well as developing friendships world-wide. With 91 nations having won a medal in Paris, this shared international partnership is one of the Olympic Movement's greatest strengths.

Partnering with Olympic Solidarity gives us the opportunity to provide coaches with world-class training opportunities to improve their knowledge and expertise. This is of particular importance given the demands placed on coaches today. Coaches are expected to be leaders and to stay abreast of the latest technical methods of their sport, as well as incorporate within the training of their athletes the use physiology, nutrition, psychology, strength and conditioning, video technology (among others). The value of a coach with enhanced leadership skills, educated on the application of the sport sciences, and possessing the technical knowledge for their sport is of the greatest value to the development of athletes. Another important component of the ICECP program includes SafeSport awareness and abuse prevention training, to include: bullying, harassment, hazing, physical abuse, emotional abuse, and sexual misconduct and abuse.

The ICECP will provide national level coaches with enhanced coaching and leadership skills and the latest coaching principles from national level professionals from the University of Delaware, and from USOPC coaching and performance experts. In fact, those interested in becoming familiarized with the latest information in the area of Olympic coaching education in the United States are invited to view the Olympic & Paralympic Coach magazines on the following link on our website: <https://www.usopc.org/coaching-education>

On behalf of the U.S. Olympic & Paralympic Committee, we look forward to welcoming coaches from around the world to the United States.

Gene Sykes

Chair/President

U.S. Olympic & Paralympic Committee

Sarah Hirshland

Chief Executive Officer/Secretary General

U.S. Olympic & Paralympic Committee



Dennis Assanis

**THE UNIVERSITY OF DELAWARE IS THRILLED TO ONCE AGAIN PARTNER** with the United States Olympic & Paralympic Committee and Olympic Solidarity to educate coaches from around the world in the sixteenth annual International Coaching Enrichment Certificate Program (ICECP). The University shares the high ideals of the Olympic Movement and is pleased to offer this comprehensive and in-depth course of study.

Since launching the nation's first study-abroad program nearly a century ago, UD has been a leader in promoting global education and cooperation. We also have a long and proud tradition in intercollegiate athletics and in training elite athletes for international competition. The beautiful UD campus is home to world-class sport competition and training facilities, as well as modern classrooms and labs. Our faculty in the fields of sport medicine, strength and conditioning, and sport management are outstanding scholars and teachers, and our athletic coaches and administrators are considered some of the best in the United States.

We all look forward to sharing our knowledge with the ICECP coaches and learning from them, as well. We hope coaches will use the experience and knowledge gained through this excellent program to grow sport and further the Olympic ideals in their own countries.

Dennis Assanis

President

University of Delaware

# Mission

**THE MISSION OF THE INTERNATIONAL COACHING ENRICHMENT CERTIFICATE PROGRAM** is to provide national level coaches and those responsible for the development of the sport national coaching structures in their countries with a practical program orientated towards developing proficiency in the areas of coaching leadership, sport sciences, talent identification, athlete development, coaching education, grassroots sport development and ethical aspects of coaching at all levels of competition and across multiple sports.

The focus of the program includes training participants to identify and develop athletes, but also provides the participants with the skills and competencies needed to educate aspiring coaches in their home country. The program will lay theoretical foundations and offer practical applications for the further growth of sport, coaching and the Olympic ideals within their home country.

The intended outcome is for ICECP participants to return to their countries and to serve as coaches within their respective sports as well as become foundation builders for future coaches and athletes while spreading the Olympic spirit.





# Program Structure

**THE INTERNATIONAL COACHING ENRICHMENT CERTIFICATE PROGRAM** is an intensive coaches' education program consisting of lectures, projects, guest speakers, participant presentations, group work, field trips, and project planning and implementation. The program will consist of five modules scheduled over an academic year, during which time the candidate will work with an international tutor to develop a personal project that will be implemented for the benefit of the respective sport or sport in general in that country.

The ICECP is open to coaches from all sports that operate in the Olympic programming. However, preference will be given to coaches from the following sports:

ARCHERY

ATHLETICS

BASKETBALL

FENCING

FIELD HOCKEY

JUDO

ROWING

RUGBY

SWIMMING

TABLE TENNIS

TAEKWONDO

TENNIS

VOLLEYBALL

WEIGHTLIFTING

WRESTLING

## Pre-coursework:

### PERSONAL PROJECT

Candidates will submit a potential personal project that has been approved by their National Olympic Committee (NOC) leadership and respective National Federation during the application process.

## Module 1:

The first module is offered virtually using the University of Delaware platform. The program will launch on 15 July 2025 and run through mid-April 2026. Module 1 includes 60 total hours of course content delivered in an asynchronous format. The learning experience includes videos, content checks at the end of each session as well as a written reflection and synchronous group meeting at the end of each unit.

### UNIT TOPICS COVERED

- Art and Science of Coaching
- Coaching Leadership and Ethical Aspects of Coaching
- Athlete Development
- Sport Psychology and Mental Preparation

- Sport Performance Nutrition
- Sport Physiology and Training Design
- Biomechanics and Sport Technology
- Athlete Performance and Wellbeing

## Module 2:

After successful completion of Module 1, participants will travel to the University of Delaware in Newark, Delaware, to participate in a week of interactive learning that will include group work, and problem solving and practical application sessions based on the content delivered in Module 1. The sessions are led by the USOPC Sport Performance, Sport Science and other divisional experts and experts from the University of Delaware and sport.

### ACCOMODATIONS IN NEWARK, DELAWARE

Participants will have a shared room. Meals are included as part of the program.

### FREE TIME / CULTURAL PROGRAM

Candidates will have free time on some evenings and within the program there will be opportunities to explore local attractions.



## Module 3:

### TUTORING AND PROJECT DEVELOPMENT

During Module 2, participants will develop and submit a revised and or expanded proposal for their ICECP project. From this proposal, participants will be assigned a tutor who will mentor the candidates over three days on the development of a project plan that ultimately will be implemented by the participant upon returning to their home country. The participants will make a presentation of their proposal and receive approval by the ICECP Leadership on implementing the project. It is advised that participants get approval from their NOC on the project proposal.

### EXAMPLES OF PAST PROJECT TITLES

- Basketball Coaching Education for Secondary School Coaches in Malawi
- Development of a Grassroot Marketing Campaign for Fencing in Macedonia
- Development of a National Judo Coaching Education System in Japan
- Development of Coaching Education for Taekwondo in Ethiopia
- Development of a Training Model to Prepare Elite Athletics Athletes for High Performance in Taiwan
- Long-Term Volleyball Development in Malaysia
- Development of a Program for Player Identification for Iran Basketball Teams at All Levels
- Planning and Preparation for Peak Performance in High School Athletics/Track and Field in Antigua and Barbuda
- A Model for the Implementation of Distance Weightlifting Competition (piloted in the U.S.)
- Development Program for Volleyball in South Africa
- Development of a National Talent Identification Program for Youth Males Basketball Players in Sierra Leone
- Using Notational Analysis as Function of Educating Coaches of the Judo Federation of Bosnia and Herzegovina.

### INTERNATIONAL TUTORS

Tutors with significant experience in sports sciences and the development of coaching programs internationally and from internationally renowned sport organizations and universities serve as tutors to support participants on the development and implementation of their projects. A list of the following international tutors and their bios is posted on the ICECP website at: [www.udel.edu/icecp](http://www.udel.edu/icecp)

- Ian Barker – Coach Educator, USA
- T.J. Buchanan – LTAD Expert, Sport Development, World Lacrosse
- Dr. Peter Davis – Sport Performance Management, USA and Australia
- Josep Escoda – Centre d'Alt Rendiment (CAR), Barcelona
- Dr. Mellissa Gordon – University of Delaware
- Tracy Lamb – Coach Education, USA
- Sarah McQuade – Coaching Education Expert, e.t.c. coaching consultants, USA and UK,
- Dr. Freda Patterson – University of Delaware
- Dr. Matthew Robinson – University of Delaware
- Jeff Schneider – University of Delaware
- Dr. Randy Wilber – United States Olympic & Paralympic Committee

## Module 4:

The fourth module enables the coach to develop their coaching skills during an apprenticeship in their respective sport. The apprenticeship is designed so that the candidates have the opportunity to shadow a U.S. National Team coach or an equivalent high-level club or university coach. This module affords coaches the opportunity to share and learn from new methods or applied technologies being utilized in their sport and acquire knowledge and information that can be shared upon returning to their country to further develop their sport. Upon completion of the apprenticeship, the candidates will be required to prepare a brief report on their experience.





## EXAMPLES OF PREVIOUS APPRENTICESHIP SITES

- U.S. Olympic & Paralympic Training Center, Colorado Springs, Colorado USA
- Chula Vista Elite Athlete Training Center, Chula Vista, California USA
- Pennsylvania State University, Department of Intercollegiate Athletics, State College, Pennsylvania USA
- Princeton University, Department of Intercollegiate Athletics, Princeton, New Jersey USA
- University of Delaware, Department of Intercollegiate Athletics, Newark, Delaware USA
- IMG Academy, Bradenton, Florida USA

## Module 5:

### PROJECT IMPLEMENTATION AND VIRTUAL JURY

Upon returning home participants will implement the approved project plan. In doing so they will prepare a presentation on the results of the implementation of the project. The participant will provide regular updates to the tutor on the progress of implementation and the tutor will track the progress and provide input in preparing their final presentation. In March of 2026, participants will make a virtual jury presentation of the results of the project. Successful implementation and completion of the project is a requirement for graduation from the ICECP program.

## Module 6:

### PROFESSIONAL DEVELOPMENT AND GRADUATION

Module 6 will take place in Lausanne Switzerland, headquarters to the IOC and many International Federations. The module will include a day-long professional development seminar, visits to International Federations a tour of the Olympic Museum and sightseeing opportunities in-and-around Lausanne. On the last day of the program successful candidates will be awarded a certificate of completion from the University of Delaware and the U.S. Olympic & Paralympic Committee after having undergone a public presentation of their projects.



## Application Process:

### CANDIDATE PROFILE

The candidate for an Olympic Solidarity scholarship should be a coach with the following characteristics. He or she must:

- **English fluency in reading, writing and speaking; interviews will be performed to ensure English proficiency**
- belong to a federation of a sport on the Olympic programme;
- hold the rank of official coach recognized in his/her country of origin and/or by the respective International Federation;
- be active and able to prove that he/she has practical experience as a coach at national/international level;
- submit ICECP Application Summary Form;
- submit NOC Endorsement Certification Form;
- submit Curriculum Vitae (CV);
- submit copy of passport;
- submit medical certificate;
- submit letter of support from NOC;
- submit letter of support from National Federation;
- **NOCs must complete Olympic Solidarity Scholarships for Coaches Application by 20 June 2025 (application available on the NOC extranet).**

The individual must be committed to returning and making an important and sustainable contribution to his or her sport and Olympic movement through application of the knowledge and experience gained from the program. Participants will be selected on the basis of their background and project proposal, as well as will be subject to approval by Olympic Solidarity and the International Federation of their sport, if wishing to benefit from an Olympic Solidarity scholarship. In accordance with the IOC's promotion of women in leadership positions in sport, NOCs are encouraged to support candidatures from women.

## 2025 Program Dates:

**Application Deadline: 20 June 2025**

**Module 1: 15 July 2025**, University of Delaware Launch of Virtual Program;

**Module 2: 16 – 22 October 2025**, University of Delaware;

**Module 3: 23 – 26 October 2025**, University of Delaware;

**Module 4: 26 October – 1 November 2025** at Designated Apprenticeship Sites;

**Module 5: November 2025 – March 2026** in home country;

**Module 6: April 2026**, IOC Headquarters, Lausanne, Switzerland

## Funding and Tuition Costs:

The Olympic Solidarity scholarship covers the cost of tuition, shared accommodation, meals, health insurance, and internal transportation including the cost of air travel to the United States and the apprenticeship site. NOCs interested in benefitting from an Olympic Solidarity scholarship to cover the costs of tuition and the international airline ticket from their home country to the Lausanne module should send forth an application to Olympic Solidarity via the Olympic Scholarships for Coaches





Program (application available on the NOC extranet). NOC applications will be managed by Olympic Solidarity following the normal procedures. Accepted participants will be provided with a scholarship from the USOPC which contributes towards the costs of shared accommodation, meals and health insurance during their stay, and the round-trip international airline ticket from their home country to the United States (paid for by the USOPC).

## Application Submission Instructions:

**ICECP applications should be completed electronically through the following link by 20 June 2025: <https://sites.udel.edu/icecp/application-process/>**

### CANDIDATE APPLICATION

As part of the application process, applicants need to be prepared to provide personal data (passport, etc.); professional background information related to their coaching experience and be prepared to respond to the following questions:



- What are your objectives and expectations in participating in the ICECP program?
- What are your NOC's and NF's expected goals and end results from participating in the ICECP?
- What is the title of your proposed project?
- Which particular area of coaching will be addressed? (Coaching education, youth sport development, long term athlete development, high performance management, talent identification, grassroots programming and or development).
- What are the objectives of your project? For example, your proposed project must have as its main objective: Improve some aspect of the sporting infrastructure in the home country, general and specific to a particular sport. Please see ICECP website for a list of possible topics.
- What are the reasons for your choice? Please explain your personal reasons for wishing to improve the selected area within your country's sporting infrastructure.
- How will you evaluate the success of your project? (e.g., number of coaches, creation of curriculum, improvement in performance of athletes, development of athlete development pipeline, etc.)

Do not begin the application process until you are prepared to provide all the above information.

**Please also make sure to have a printer available in order to print the ICECP APPLICATION SUMMARY FORM and the NOC ENDORSEMENT CERTIFICATION FORM upon the conclusion of the application process.**

Once you have completed the online application, you will receive an email instructing you to submit the following **REQUIRED** items:





1. Copy of ICECP Application Summary Form
2. NOC Endorsement Certification Form
3. Letters of support from your NOC and National Federation
4. Curriculum Vitae
5. Copy of passport
6. Medical Certificate

**NOTE: New to the ICECP application procedure, Olympic Solidarity MUST receive the Olympic Solidarity Scholarships for Coaches Application by 20 June 2025.** The USOPC will not consider candidatures whose applications Olympic Solidarity has not received by 20 June 2025. The new procedure will also mean that candidates will not receive ICECP acceptance confirmation letters until after their candidatures have been approved for a scholarship by Olympic Solidarity and the respective International Federation. Acceptance notifications will be sent forth to accepted candidates between the middle and end of June 2025. Accepted candidates needing a Visa to enter the United States should begin their Visa application procedures immediately after receiving acceptance confirmation letter from the USOPC and the ICECP.

**When submitting your NOC Endorsement Certification to your NOC and obtaining your letters of support from your NOC and national federation, you must provide a copy of your completed ICECP Application Summary Form to your NOC and National Federation to ensure approval of your selected project.**

To complete the formal application process, you must submit your completed ICECP Application Summary Form with the NOC Endorsement Certification Form,

curriculum vitae (CV), copy of passport and letters of support from your NOC and National Federation to USOPC by **20 June 2025**.

**Candidates:** please send all correspondence to the attention of:

Dr. Matthew J. Robinson  
 Director of ICECP  
 Raub Hall  
 University of Delaware  
 Newark, Delaware 19716 USA  
 Email: mprobins@udel.edu

To ensure funding from Olympic Solidarity and be considered for acceptance into the ICECP, NOCs must submit an Olympic Scholarships for Coaches Application on behalf of candidate coach, directly to Olympic Solidarity. The approval of Olympic Scholarships for Coaches Programme applications will be managed by Olympic Solidarity following the normal procedures.



# The United States Olympic & Paralympic Committee

**THE UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE (USOPC)**, one of America's premier sports organizations, is headquartered in Colorado Springs, Colo. The mission of the USOPC is to empower Team USA athletes



to achieve sustained competitive excellence and well-being. The USOPC is focused on protecting, supporting and empowering America's athletes, and is responsible for fielding U.S. teams for the Olympic, Paralympic, Youth Olympic, Pan American and Parapan American Games, and serving as the steward of the Olympic and Paralympic movements in the U.S.

The USOPC provides valuable services and support to athletes training for the Olympic and Paralympic Games, as well as to National Governing Bodies

(NGBs or NFs). The USOPC's system of training centers include two owned and operated facilities in Colorado Springs, Colorado and Lake Placid, New York and approximately 18 NGB-specific training sites.

For many U.S. National Federations, the Olympic & Paralympic Training Centers (OPTCs) provide an optimal training environment for their athletes. The USOPTCs provide a comprehensive training environment comprising a full range of performance and support services. The OPTC's focus is on athletes, programs and enhanced integration of performance services, along with an emphasis on customer service.

The USOPC provides integrated service teams to assist Olympic and Paralympic hopefuls with the goal of ultimate preparedness for the Games through its Sport Performance division. Sport Performance is comprised of coaching, sports medicine, sports management, and sports sciences specialists. The division partners with National Team coaches and athletes to apply focused, integrated, effective performance services to achieve

sustained international competitive excellence. Sport disciplines are categorized into five "portfolios" that address similar training and competitive needs. In each of the five teams, the following areas of support are provided by Performance Services: Performance Technology, Sport Biomechanics, Sport Physiology, Sport Psychology, Strength and Conditioning, Nutrition, Sports Medicine, and Athlete Recovery.

To learn more about the USOPC visit: [www.teamusa.org](http://www.teamusa.org)

U.S. Olympic & Paralympic Training Center





# The University of Delaware

**THE UNIVERSITY OF DELAWARE** has grown from its founding as a small private academy in 1743 to a major university. The University offers an impressive collection of educational resources. The 18,000 undergraduate students may choose to major in any one or more of over 100 academic majors. The University's distinguished faculty includes internationally known scientists, authors and teachers, who are committed to continuing the University of Delaware's tradition in providing one of the highest quality undergraduate educations available in the United States.



University of Delaware  
Main Campus

The central mission of the University of Delaware is to cultivate both learning and the free exchange of ideas. To this end, the University provides excellent undergraduate and graduate courses of study in a variety of disciplines. The University works cooperatively with the area's unique cultural and technical institutions; it provides the finest library in the state and offers the region's people a rich array of public lectures, exhibitions, performances, service programs, and athletic competitions. The University strives for an atmosphere in which all people feel welcome to learn, embracing creativity, critical thinking, and free inquiry, and respecting the views and values of an increasingly diverse population.

The University is home to the High Performance Figure Skating Center, one of the world's leading training sites and home to several national and Olympic champions. The University of Delaware offers 23 intercollegiate athletic teams that compete at the highest level of intercollegiate competition in the United States. Their coaches are viewed as some of the best in their respective sports in the United States.

ICECP will use the Canvas Learning Management System as licensed and supported through the University of Delaware. This is a secure, password-protected online teaching and learning environment that facilitates educational activities like content delivery, assignment submission, discussion threads, communication, and assessment. ICECP participants have access to Canvas for the duration of the course of the program.

Visit [www.udel.edu](http://www.udel.edu) to learn more about the University.



University of Delaware  
Athletic Complex



# The International Coaching Enrichment Certificate Program Faculty and Staff

## Program Administrators:

**DR. MATTHEW J. ROBINSON • UD ACADEMIC DIRECTOR**

Matthew Robinson is a professor of Sport Management and Director of Community Engagement at the University of Delaware. Dr. Robinson has over 30 years of experience in sport leadership and coach development and has worked with U.S.-based professional sport leagues and teams; U.S.-based national federations and national Olympic committees around the globe.

**MICHELLE HURTUDO • USOPC GLOBAL ENGAGEMENT DIRECTOR**

Michelle Hurtado directs Global Engagement at the USOPC via initiatives aimed at strengthening international partnerships and advancing the Olympic and Paralympic Movements. She graduated from the University of Victoria with a B.Sc. in Kinesiology and from the Olympic Solidarity MEMOS programme having had a focus on international sport resource allocation policies.

**PROF. JEFF SCHNEIDER • UD ASSOCIATE DIRECTOR**

Jeff Schneider is an instructor in the Department of Kinesiology and Applied Physiology and is the Director of Strength and Conditioning and Athletic Training at the Human Performance Figure Skating Center at the University of Delaware. He holds certifications from both the National Athletic Trainers Association and the National Strength and Conditioning Associations.

**DRAGOMIR CIOROSLAN • USOPC GLOBAL ENGAGEMENT DIRECTOR**

Dragomir Cioroslan, a three-time Olympic weightlifter and bronze medalist in the 1984 Olympic Games for his home country of Romania, is the Director of Global Engagement for the USOPC. Cioroslan was the Head Coach for the U.S. National Weightlifting Team from 1993–2003, and previously served as Vice President of the IWF and Chairman of the IWF Coaching and Research Committee. Cioroslan is fluent in five languages and has been a sports official and administrator for more than 30 years in the Olympic Movement.

## ICECP Faculty (PRESENT, VIRTUAL & PAST):

Ms. Sally Baumann  
Dr. Phil Cheetham  
Dr. Emily Clark  
Mr. Mike Clayton  
Dr. Karen Cogan  
Dr. Peter Davis  
Ms. Nadine Dubina

Mr. Josep Escoda  
Dr. Cristina Fink  
Dr. Melissa Gordon  
Dr. Peter Haberl  
Ms. Tammy Hanson  
Dr. Nanna Meyer  
Ms. Susie Parker-Simmons

Mr. J.D. O'Brien  
Dr. Scott Riewald  
Ms. Cathy Sellers  
Dr. Carwyn Sharp  
Mr. Brandon Siake  
Mr. Rob Skinner  
Dr. Genadijus Sokolovas

Ms. Jenna Street  
Dr. Lindsay Thornton  
Mr. Daniel Webb  
Ms. Mackenzie White  
Dr. Randy Wilber  
Ms. Amanda Wittenmyer



## Comments from Past Participants:

"ICECP has given me a new life, more confidence to speak up, to be a thinking person."

"The mentors were very professional and down to earth. They guided me and also reinforced my views on coaching. I can now say that this program has fulfilled my dream. I now understand what my role is and whom I represent."

"It is a great program for the coaches please carry on this program in future for the benefit of the sports and also for the promotion of Olympism."

"I've described my experience at ICECP as 'Standing on the shoulders of giants.' I feel that the exceptional quality of the lecturers has afforded me a greater understanding of the subjects. Along with this broad invaluable education, I feel a very humbling responsibility to be an agent of change."

"I am 100% in support of the ICECP because the program is enriching coaches from around the globe who will serve as pillars for developing the sport in their country and indirectly giving people most especially the young ones a chance to make a positive change in their lives."

"All the presentations were at a high level and the program has given us a great vision to improve our knowledge of sport."

"The theoretical and practical components of the program provided vital information and directions that have changed my entire view of coaching."

"ICECP is a great program because it allows relationships between people of different countries and customs. All of the participants work at different levels in their countries so it is a great opportunity to learn from each other."

"From the knowledge I have acquired I am highly convinced that I can and will make great impact as a coach to my national federation as well as other federations that operate under the NOC."

"There are components of this course that helped me to have a different view of my sport as a coach in general and I am going home as a different person, with new ideas."

"While the course content was very informative and valuable, the input from participants worldwide and how they dealt with issues was equally valuable."

"Learning all the academic and theoretical components as well as experiencing high level teaching and mentoring from the professors and lecturers inspires me to become better and make an impact on coaches, athletes parents, and officials in my country."

"This is a very high classed coaching course taking into consideration its content and intensity, great idea to keep, there should be a follow up of past participants after they pass through this program for an international network. There should be a physical exercise by all coaches as a group twice a week, a proper tour of the gym because some of us saw certain machines for the first time. Thanks for all the great work!"



15th-year ICECP participants at the University of Delaware Campus in Newark, Delaware

## Contact Us:

If you have any questions regarding the program, please contact us as follows:

Dr. Matthew J. Robinson  
Director of ICECP  
Rob Hall  
University of Delaware  
Newark, Delaware 19716 USA  
Email: [mjrobins@udel.edu](mailto:mjrobins@udel.edu)



INTERNATIONAL COACHING  
ENRICHMENT CERTIFICATE PROGRAM

