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1. Overview

As part of our commitment to excellence and equitable results for lifelong learning and practice, from 2023 onward, we at the Humanity Intelligence Academy have taken on the mandate of standardising the Humanity Intelligence-RTL practitioner coaching methodology, tools, and techniques for practitioners worldwide. In this context, two pilot workshops were conducted online for various practitioners worldwide. Based on the collective learnings of the participants, the Humanity Intelligence Academy is rolling out the newly designed Practitioner Coaches programme.

The **Humanity Intelligence-Radical Transformational Leadership (HI-RTL) Practitioner Coach Training Programme 2027** is designed to systematically enhance the capability of dedicated HI-RTL practitioners to become **certified Practitioner-Coaches (PCs)**. Building on the foundational components of the HI-RTL practices developed by Dr. Monica Sharma, the 2027 programme will integrate AI-assisted assessments and digitised feedback mechanisms. The HI-RTL Practitioner Coach Training 2027 will ensure quality and rigorous coaching development aligned with global standards for ethical leadership, personal, and social transformation for Peace, Prosperity and a thriving Planet.

2. Purpose

The purpose of the HI-RTL Practitioner Coach Training Programme 2027 is to develop a new generation of certified HI-RTL Practitioner Coaches equipped to deliver Humanity Intelligence-

Radical Transformational Leadership (HI-RTL) and Conscious Full Spectrum Response (CFSR) programmes with rigour, integrity, and greater efficacy. The programme will embed global best practices, harness technology for building capabilities, and ensure Practitioner Coaches produce equitable, systemic, and enduring results in diverse contexts.

3. Objectives

- Equip Practitioner-Coaches to **confidently deliver the 30-hour HI-RTL programme**, both independently and in co-facilitation.
- Launch a **Certification Component** augmented by a practitioner coach and AI-based assessments for personalised learning, real-time feedback and evaluation of coaching practice and knowledge to recognise demonstrated competencies.
- Ensure fidelity to the original HI-RTL materials, principles, and processes through structured monitoring and accountability tools.
- Strengthen the global **HI-RTL learning-in-action ecosystem** by fostering a continuously reflective, ethical, and peer-supported HI-RTL practitioner community.

4. Eligibility Criteria for Participant-PCs

To maintain high standards and continuity with the HI-RTL methodology, applicants must fulfil all the 5 criteria given below:

1. Prior completion of **HI-RTL Foundation/Stage-1 programmes at least thrice** (minimum two in exceptional cases).
2. Demonstrated involvement in a **Breakthrough Initiative** tackling real-world issues using RTL frameworks.
3. Active participation in a **learning triad** for continued peer learning.
4. Participation in a regular **RTL Book Club/Study Group** using *"Radical Transformational Leadership: Strategic Action for Change Makers"* by Monica Sharma.
5. Demonstrated **pro bono application of HI-RTL/CFSR tools** in personal or professional spheres.

5. Programme Structure and Process

A. Foundational Learning and Practice

- Participants record their delivery of HI-RTL sessions through a dedicated digital portal and share it for the audit process
- Self-Audit using a structured Practitioner Coach Journal
- Peer Audit of the recordings by Senior Practitioner Coaches with 75+ hour delivery experience using a structured Practitioner Coach Journal
- The Senior Practitioner Coaches will record their own delivery and self-audit followed by a peer audit by other Senior Practitioner Coaches

B. Supervised Practice (3-hour group sessions)

- Paired participants engage in live **guided delivery** with feedback and mentorship directly from **Monica**.

- Reflection sessions include:
 - PC individual and peer learnings
 - Plenary synthesis
- Practitioner Coaches Triad sessions with Senior Practitioner Coaches

C. AI-based Formative Assessments and Adaptive Feedback

A new digital platform will be introduced with the following features for Assessment Analytics:

- AI-generated insights analysing fidelity to methodology
- Text and audiovisual-based assessments that offer customised feedback to PCs
- Knowledge quizzes
- Practitioner Coaches feedback

D. Certification

- The certification process is designed to uphold credibility and alignment with international standards in leadership coaching.
- All certified HI-RTL Practitioner Coaches will receive a unique ID to track performance parameters such as number of HI-RTL sessions attended/conducted, hours of practice and delivery, BTI details on a Practitioner Coach dashboard.
- Participants will receive a globally benchmarked **HI-RTL Practitioner Coach Certificate** from the Humanity Intelligence Academy upon fulfilling the course requirements, which include completing all modules, attending live delivery sessions, passing satisfactory peer/mentor assessments, submitting reflective assignments, and demonstrating adherence to HI-RTL principles.
- The certificate will have a **2-year validity**, which will be considered a license for practising as an HI-RTL Practitioner Coach – Level 1 under the supervision/mentorship of the HI-RTL Senior Practitioner Coaches for 2 years.
- The Certified Practitioner Coaches need to renew their certificate in the 3rd year and there will be a possibility for the Practitioner Coaches in transitioning to Certified Practitioner Coach – Level 2 based on fulfilling the eligibility requirements and assessments.
- **Certification Levels:**
 - *Certified Practitioner Coach – Level 1 (2027 onward):* Fundamental competency and standardised delivery for 30 Hour Programme (2 Years Validity)
 - *Certified Practitioner Coach – Level 2 (2028 onward):* Standardised delivery of 75 hour programme and mentor readiness (3 Years Validity)

Note: The Participants who do not fulfil the eligibility criteria for the HI-RTL Practitioner Coach training programme but commit to become a Practitioner Coach and attend all the sessions will be officially registered, and will be certified when they fulfil the eligibility criteria. This registration will give them access to all PC related training sessions.

6. Principles & Commitments of Practitioner Coaches

Every participant and coach will adhere to the **three core HI-RTL principles** as non-negotiable commitments:

1. **Integrity of Purpose:** All processes, tools, and practices are to be used in alignment with the holistic and unitary methodology defined by the HI-RTL framework for systemic, equitable, and lasting change.
2. **Integrity of Process:** All coaching and initiatives must be grounded in sourcing universal values, shifting disempowering systems and norms, and being in courageous action with no fragmentation of tools or concepts.
3. **Integrity of Material Use:** No modification, unauthorised reproduction, or redistribution of HI-RTL materials is allowed. All use must acknowledge the intellectual property © Monica Sharma and be accompanied by a guided learning process.

7. Learning Methodology

- **Project-based Learning and Learning-in-Action:** Application of HI-RTL tools through one's own Breakthrough Initiatives.
- **Blended Learning:**
 - *Live online facilitation practice*
 - *Asynchronous study modules*
 - *AI-assisted feedback*
 - *Peer learning*
 - *Mentorship*
- **Peer Coaching & Triad Work:** Building a reflective ecosystem of practice

8. Expected Outcomes

By the conclusion of the Programme, certified PCs will be able to:

- Deliver and facilitate standardised 30-hour HI-RTL/CFSR sessions
- Mentor emerging practitioners using HI-RTL tools and frameworks grounded in universal values
- Evaluate and enhance their practice through structured self-assessment and peer feedback
- Uphold the principles of HI-RTL in every aspect of their practices, initiatives and coaching work

9. Timeline and Duration

- **Programme Duration:** 16 weeks from 11 January to 30 April 2027
- **Delivery Mode:** Hybrid-Online live sessions, self-paced modules, in-person/local practice sessions
- **Certification Timeline:** Ongoing review during programme, final certification by 31 May 2027

10. Way Forward

This 2027 edition of the HI-RTL Practitioner Coach Training Programme is both a continuity and a leap forward a continuity in its deep values-based approach to leadership, and a leap in its integration of technology for scalable certification, peer mentoring, and knowledge stewardship. Together, we aim to expand the cadre of ethical, competent, and transformational coaches prepared to lead change based on universal values.

For more information or to express interest in joining the 2027 cohort, contact:

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