

# Systemic Team Coaching<sup>®</sup> Certificate

## 3 Day Programme

**Team Coaching is for individual coaches and organisational consultants seeking to develop a team coaching perspective.**

**Now more than ever, organisations are looking at how to motivate and manage their teams in a period of change and uncertainty.**

The time is ripe in the coaching market to differentiate Team Coaching from other forms of team or group development and to extend the definition and body of theory and practice of Team Coaching.

### A unique opportunity for you to...

- ◆ Gain an understanding of the AoEC theory and practice of Systemic Team Coaching
- ◆ Learn about the inherently complex nature of Team Coaching in a Systemic Context
- ◆ Adopt a working definition of Teams and Team Coaching that you can test and utilise
- ◆ Review groups Vs teams distinctions and about how team coaching differs from other forms of team work
- ◆ Learn the Hawkins 5 Disciplines Model of team coaching:
  - 1 Commissioning
  - 2 Clarifying
  - 3 Co-Creating
  - 4 Communicating
  - 5 Core learning
- ◆ Identify specific competencies to practice as a competent Team Coach that relate to each of the 5 Disciplines
- ◆ Study the implications of the coaching contract especially confidentially where the group is the boundary not individual
- ◆ Examine a 360 Team Profile instrument
- ◆ Gain exposure to psychological lens's or models to look at group functioning – Gestalt, Psychodynamics, TA, CBC
- ◆ Focus on Self as Instrument – utilising physical senses, rational, intuition and body-sense as the 'data collector' and sense maker
- ◆ Have an insight into the depth of learning and practice that happens on the Systemic Team Coaching One Year Diploma Programme

### The AoEC Team Coaching Approach

A key component of our approach is seeing the Team as the Client and viewing individual members – including the leader, as a subset of that client system. This makes contracting for confidentiality an interesting, delicate and controversial subject.

Stakeholder engagement, internally and externally as well as attention to the wider environmental context adds to the richness and complexity. Coaching at this level, we believe is the hallmark of highly effective team coaching.

For further information:  
Please contact  
**[wendy.robinson@aoec.com](mailto:wendy.robinson@aoec.com)**

### Dates

2020 dates  
coming soon

### Times

Day 1: 09:30 - 17:00  
Day 2: 09:30 - 17:00  
Day 3: 09:30 - 17:00

### Faculty

Moira Nangle

### Location

Brownlow House  
Windsor Avenue  
Lurgan  
Co Armagh  
BT67 9GB

### Cost

£1,800 + VAT

### Dress

Comfortable,  
casual clothing.

## IRELAND AND NORTHERN IRELAND

[aoec.com/ireland](http://aoec.com/ireland)

**John Leary-Joyce of AoEC in partnership with Professor Peter Hawkins of Bath Consulting Group created an integrative model of Team Coaching. In this programme, your AoEC experienced facilitators will outline their complex, systemic approach that demands a much wider range of competencies than individual coaching.**

### Structure of the programme

Over the three days we will:

- ◆ Provide rich didactic context in which we discuss and debate different aspect of team work and team coaching
- ◆ Use business role-plays and simulations to evoke the experiences of working in/as a team
- ◆ Facilitate exploration about the nature of Leadership and Followership both individual and collective through movement exercises
- ◆ Take you through an experience of Sculpting and Constellations.
- ◆ Be in a peer supervision group exploring a team you are working in/with using each of the Hawkins 5 Disciplines
- ◆ Work with our own large group process as a way of engaging live with the interpersonal dynamics and psychological models.

### Ongoing Supervision Support

Once you have completed your training with the AoEC we are keen to support your continued development in Team Coaching and provide STC Individual or Group Supervision with a member of the course Faculty.

### Faculty - Moira Nangle



Moira has designed, delivered and evaluated OD interventions from Board to Shop-floor level ranging from business strategy to organisation design, new product development, talent management, culture change, and customer

service. During the last few years she has worked with senior teams in a coaching or consulting capacity across Europe and in Hong Kong, Malaysia and the Middle East to develop the internal capability and capacity to lead and manage change.

Previously director of OD at Virgin Atlantic, Moira now lectures in 'HRM & Leadership in Organisations' at City, University of London and is also an associate trainer in HR and OD Programmes at Roffey Park Institute. She has qualifications in teaching, training, counselling, systemic team coaching and an MSc in 'People and Organisation Development'. She likes to take an appreciative strengths-based approach and has experience in a number of large group change methodologies.

During the last few years she has worked with senior teams in a coaching or consulting capacity across Europe and in Hong Kong, Malaysia and the Middle East to develop the internal capability and capacity to lead and manage change. She has recently worked in retail, hospitality, construction, manufacturing and with a number of not for profits. She has also held a number of NED and trustee roles in all three sectors.

To talk through the details of our programmes and how we can help you, please contact:

**Wendy Robinson**  
**Tel: +44 (0)7793 948943**

email: [wendy.robinson@aoec.com](mailto:wendy.robinson@aoec.com)

### Academy of Executive Coaching

8 Northumberland Avenue, London WC2N  
5BY +44 (0)20 7127 5125