

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

## Virtual replacement programme

**Due to the Covid19 restrictions this highly experiential programme is now being delivered virtually. It is designed for individual coaches, team leaders and management consultants seeking to develop a team coaching practice. This virtual training format will particularly support those who are currently working with virtual client teams. The January and February courses will both run every other day to allow some reflection time and to avoid having three content rich virtual training days in a row, as such there will be no requirement for you to attend any sessions between each of the programme dates.**

More than ever, organisations are seeking to motivate and manage their teams for greater productivity especially during periods like this of dramatic change and uncertainty. Systemic Team Coaching<sup>®</sup> as distinct from other forms of team or group development will provide the knowledge and skills to enable you to address these conditions.

### Introductory session

This is the opportunity for participants to:

- ◆ Meet each other and Faculty in preparation for the theory and practice sessions ahead
- ◆ Learn about the structure, process and content of the programme - especially the TC360 and Simulation
- ◆ Get answers to your questions

### Theory and Practice Sessions

This provides:

- ◆ A foundation-level understanding of the core concepts of Systemic Team Coaching theory and practice
- ◆ Knowledge of the STC process for structuring a team coaching project
- ◆ An understanding of the Hawkins' Five Disciplines model and its application to team coaching
- ◆ Experience of live experiments that explore the nature of team and group functioning and how to apply some of these in a virtual or face-to-face context
- ◆ An understanding of the importance of 'Self as Instrument' in the STC role - physical senses, intuition, body as data collector and sense-maker

### Team Review Process

In small groups of 3/4, one member will present a live team case example and the other members provide challenge and support.

- ◆ Process will be a systemic journey through the 5 Disciplines framework using many of the tools experienced on the programme
- ◆ Outcome will be deepening and embedding of the framework as applied to a live team example, enabling the Case Holder to gain great insight into the systemic dynamics of their team

### Applied Learning Workshop

This is the opportunity to:

- ◆ Discover how to generate team coaching clients
- ◆ Learn how to apply the TC360 diagnostic to your practice
- ◆ Understand the value and how to access Team Coach Supervision
- ◆ Join the Community of Practice network
- ◆ Learn about the Systemic Team Coaching Diploma

### 2021 Programmes

- ◆ Beginning 20th January
- ◆ Beginning 18th February

This training runs regularly throughout the year, further dates for 2021 will be advertised in due course.

### Delivery

via Zoom platform

### Cost

£1,800 + VAT

Group training is available within organisations

### Preferred Participant Experience

- ◆ Qualified to ACC level or experienced executive coach
- ◆ Experience of working in a team and preferably as a team leader
- ◆ An understanding of Systemic forces and organisational dynamics
- ◆ Awareness of group dynamics and the role/skills of facilitation

We expect a wide range of knowledge and expertise in these areas and a key part of the learning will be sharing skills and experience with each other.

On completion of the programme, you'll be able to integrate the thinking and some of the practice into your coaching, consulting or team leadership practice. However, only on completing the Systemic Team Coaching Diploma will you be an AoEC accredited Systemic Team Coach.

### The AoEC Team Coaching Approach

John Leary-Joyce & Hilary Lines of AoEC in partnership with Peter Hawkins of Renewal have created an integrative approach to Systemic Team Coaching®. In this virtual programme, the Faculty team will model and guide you through this complex, systemic approach that greatly extends the thinking and competencies of individual coaching and traditional team facilitation.

A key component of our approach is seeing 'The Team' (including the team leader) as the Client and viewing it as a subset of the Organisational system. This makes Stakeholder engagement, as well as attention to the wider environmental context a key aspect of the team coaching. Working with the team at this level is challenging and demanding as well as rich and rewarding. Our experience is that this is the hallmark of highly effective team coaching.

During the course the faculty will:

- ◆ Provide rich didactic context in which we discuss and debate different aspects of systemic teamwork and team coaching
- ◆ Use the business simulation to evoke the experiences of both coaching a team and experiencing being coached and applying the diagnostic TC360 Report
- ◆ Take you through an experience of virtual sculpting and interpersonal exercises to understand team relationships
- ◆ Guide you in a virtual peer review group to apply the model and methods of the Hawkins 5 Disciplines to a team you are working in/with
- ◆ Working virtually with our own large group process as a way of engaging live with the interpersonal dynamics of a group.

### Academy of Executive Coaching

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### 2021 Programme Dates

#### January 2021

- ◆ Introductory webinar: 20th January  
- 09.30am to 11.30am GMT
- ◆ Theory & Practice: 25th, 27th & 29th January  
- 09.00am to 17.30pm GMT each day Please note the 26th & 28th are non-training days
- ◆ Team Review Process: 3rd February  
- 13.00pm - 17.00pm GMT
- ◆ Applied Learning Workshop: 10th March  
- 09.00am to 11.00am GMT

#### February 2021

- ◆ Introductory webinar: 18th February  
- 09.30am to 11.30am GMT
- ◆ Theory & Practice: 22nd, 24th & 26th February  
- 09.00am to 17.30pm GMT each day  
Please note the 23rd & 25th are non-training days
- ◆ Team Review Process: 3rd March  
- 13.00pm - 17.00pm GMT
- ◆ Applied Learning Workshop: 10th March  
- 09.00am to 11.00am GMT

### Team Connect 360 (TC 360) Diagnostic instrument

AoEC has created an online team diagnostic instrument Team Connect 360 based on the Hawkins 5 Disciplines model. On the programme you will experience the instrument and learn how it can be used. On successfully completing the programme you will become a licenced user and so have the option of using this instrument with your professional clients.

### Ongoing Supervision of Practice

If you are utilising the knowledge and skills with your team assignments practice, we are keen to support your work with STC® individual or group supervision. For details please contact Mike Smith.