

International Systemic Team Coaching® Certificate

3 Day Programme with Nick Kitchen & Moira Nangle

This highly experiential programme is designed for individual coaches and organisational consultants seeking to develop a team coaching practice*. 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 Systemic Team Coaching® from other forms of team or group development and to extend the definition and body of theory and practice in Team Coaching.

A unique opportunity for you to...

- Gain an understanding of the AoEC theory and practice of Systemic Team Coaching®.
- Learn the STC® Process through which the coach contracts with the client system, builds deep awareness of the team's needs, shapes, designs and undertakes the coaching work, and facilitates learning review.
- Understand the distinction between groups and teams and how Systemic Team Coaching® differs from other forms of team development
- Learn the Hawkins 5 Disciplines Model of team coaching: 1) Commissioning, 2) Clarifying, 3) Co-Creating, 4) Connecting, 5) Core learning, and the activities of the Systemic Team Coach in these disciplines
- Explore the implications of team coaching for the coaching contract, especially confidentiality, where the team is the boundary not the individual.
- Gain exposure to models that explore the nature of group functioning and experience them live in the room.
- Focus on Self as Instrument – utilising physical senses, rational, intuition and body-sense as the 'data collector' and sense maker.
- Gain insight into the depth of learning and practice that happens on the full 1 year Master Practitioner Diploma STC Programme.
- Learn how to utilise the Team Connect 360 diagnostic instrument for use with client teams in Step 2 of the STC® process – Inquiry/Re-Contracting

The AoEC Team Coaching Approach

Team Coaching is the next big step in the evolution of the coaching profession. But what is it and how is it different from coaching individual team members, team facilitation; team building; team development or action learning sets?

John Leary-Joyce of AoEC in partnership with Peter Hawkins of Renewal associates created an integrative model of Systemic Team Coaching®. In this workshop, the Faculty will guide you through this complex, systemic approach that demands a much wider range of competencies than individual coaching and traditional team facilitation and development.

A key component of our approach is seeing the Team and indeed the Team's purpose, 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.



Booking Procedure

Please fill in an application form on-line at: www.aoec.com

Dates

13th 14th 15th March 2018

Times

Day 1 - 09:30 to 17:00

Day 2 - 09:30 to 17:00

Day 3 - 08:30 to 16:00

Fees - £1,500.00 plus VAT

Location

Etc Venues Ltd
Bonhill House
1-3 Bonhill Street
London
EC2A 4BX

Dress - Comfortable, casual clothing.

To talk through the details of our programmes and how we can help you, please contact:
Mike Smith, Tel: +44 (0)208 906 9163 email: mike.smith@aoec.com

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Structure of the programme

Prior to the workshop you will be required to engage in a Virtual Module comprising: webinar, article, case study and TC 360 Report, that will give you a sound basis for engaging with the STC® process, then over the three day workshop Nick and Moira will build on this work to:

- Provide rich didactic context in which we discuss and debate different aspects of systemic team work and team coaching.
- Use a business simulation to evoke the experiences of both coaching a team and experiencing being coached, and applying the diagnostic TC 360 Report.
- Take you through an experience of sculpting and interpersonal exercises to understand team relationships
- Guide you in a peer supervision group to apply the model and methods of the Hawkins 5 Disciplines to a team you are working in/with.
- Work with our own large group process as a way of engaging live with the interpersonal dynamics and psychological models.

Team Connect 360 (TC 360) Diagnostic instrument

AoEC in partnership with Peter Hawkins have taken his 20 years of extensive research and development in high performing teams and created an on-line team diagnostic instrument Team Connect 360 based on his 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*

Having completed this programme you may be capable of using the experience with your team assignments. If so, we are keen to support your work with STC® Individual or Group Supervision. For details please contact Mike Smith.

However you should be aware that STC® is a complex process and you do need to be a competent facilitator and coach before applying this material directly. You will be able to integrate the thinking and some of the practice into your coaching, consulting or team leadership work but only on completing the Master Practitioner Diploma programme will you become a fully competent Systemic Team Coach®.



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Facilitator: Nick Kitchen
The Coaching Partnership International

Nick is an experienced organisational facilitator, senior executive coach, team coach and engaging event speaker. He has worked with leaders and leadership teams of major organisations for over 20 years in many parts of the world including Europe, Russia, the USA and Australia, across a wide variety of industries and professions helping them devise strategy, lead transformational change and thereby crucially bring 'Strategy to life' for the whole organisation.



Facilitator: Moira Nangle

Formerly Director of Organisation Development at Virgin Atlantic Airways, Moira is a creative, perceptive OD professional with qualifications in Training, Teaching, Psychotherapy, both one to one and team coaching, and an MSc in Organisation Development. She has Director level experience in all three sectors. Moira is a visiting lecturer in HRM and leadership at City University London, and is also an associate of Roffey Park Leadership Institute where she works primarily in the areas of leadership and change.



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