

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

Awards 19 ICF Continuing Coach Education Hours

The Systemic Team Coaching Certificate is designed for individual coaches, team leaders and management consultants seeking to develop a team coaching practice and is deliverable virtually or face to face. All remaining courses in 2022 will be by virtual delivery. During 2023 we will be re-introducing some face to face courses in London, where the core classroom delivery days will be on consecutive days, bookmarked by an on line introductory webinar the week before and an on line team review session the week following – dates for face to face training in 2023 will be released this Autumn.

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 Webinar

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
- ◆ Receive 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 a data collector and sense-maker

## Team Review Process Webinar

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

## 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

## Early 2023 Virtual and In-Person Programme dates

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

## Delivery

Virtual via Zoom and in-person at Bonhill House, London

## Cost

£1,800 + VAT

Group training is available within organisations

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

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 Approach to Systemic Team Coaching

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 peer review group to apply the model and methods of the Hawkins 5 Disciplines to a team you are working in/with
- ◆ Working with our own large group process as a way of engaging live with the interpersonal dynamics of a group.

### 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.

**In addition, there will be ongoing supervision of practice.**

### May 2023

- ◆ Introductory Webinar: 11th May 2023
  - 9:30am to 11:30am GMT, Location: Virtual Zoom
- ◆ Theory & Practice: 15th, 17th & 19th May 2023
  - 9.00am to 5.00pm GMT, Location: Virtual Zoom
- ◆ Consolidating Module: 25th May 2023
  - 9.00am to 1.00pm GMT, Location: Virtual Zoom

### September 2023

- ◆ Introductory Webinar: 8th September 2023
  - 9:30am to 11:30am GMT, Location: Virtual Zoom
- ◆ Theory & Practice: 11th, 13th & 15th September 2023
  - 9.00am to 5.00pm GMT, Location: Virtual Zoom
- ◆ Consolidating Module: 20th September 2023
  - 9.00am to 1.00pm GMT, Location: Virtual Zoom

### October 2023

- ◆ Introductory Webinar: 6th October 2023
  - 9:30am to 11:30am GMT, Location: Virtual Zoom
- ◆ Theory & Practice: 9th, 10th & 11th October 2023
  - 9.00am to 5.00pm GMT, Location: Bonhill House, London
- ◆ Consolidating Module: 18th October 2023
  - 9.00am to 1.00pm GMT, Location: Virtual Zoom

The Systemic Team Coaching Certificate will provide you with the following CCE Hours: 16 Core Competency hours and 3 Resource Development hours.

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 [enquiries@aoec.com](mailto:enquiries@aoec.com)**