

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

## 3 Day Programme

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

**The Systemic Team Coaching certificate includes training in our unique Team Connect 360 diagnostic, through which you'll be licensed to use this powerful online 360 tool with your own clients – only Certificate participants are able to do this.**

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.

#### Who's it for?

Are you a coach, an experienced manager, team leader, OD consultant, HR/ L&D practitioners or trainer who already have some team coaching or facilitation experience and who want to deepen their practice and add Systemic Team Coaching to your skill set and toolbox?

If any of these statements is true, then the Systemic Team Coaching Certificate programme is for you providing 19 CCEUs approved by ICF.

#### 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

#### Date:

TBC - get in touch to register your interest

#### Times

Day 1: 09:00 - 17:00

Day 2: 09:00 - 17:00

Day 3: 09:00 - 16:00

#### Location:

TBC

#### Fees:

##### Early Birds:

Save AED 920 when you pay in full by the published deadline (AED 8,274 incl. 5% VAT).

**Standard Price:** AED 9,194 (incl. 5% VAT)

### The AoEC Approach to Systemic Team Coaching

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.

**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.

*“Great to see the success of the first Systemic Team Coaching Certificate programme in Dubai. Well done all. Good luck with the next programme which will run Oct 11th - 13th. Welcome to the Global Family of Systemic Coaches- now stretching from China, Philippines and Australia in the East, to USA and Canada and Brazil in the West, South Africa who are just starting their second Diploma programme in the South to Denmark in the north. Portugal are also about to do their second Systemic Team Coaching Programme. Exciting Times.”*

**Peter Hawkins, Chairman at Renewal Associates and Professor of Leadership at Henley Business School**

### 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.

Please register your interest at:

<https://www.aoec.com/international/aoec-uae>

**To talk through the details of supervision support and/or our programmes and how we can help you, please contact:**

**Leila Rezaiguia MA Chartered MCIPD, PCC, ORSC, NLP**

**Head of AoEC UAE**

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### Some Testimonials

“I thoroughly enjoyed the systemic team coaching course with AoEC. It allowed me to gain a deeper and greater understanding of systemic thinking. I really appreciated exploring team dynamics from many interfaces, seeing how crucial it is for the coach to pay attention to all levels. Especially how each one impacts the other. It was extremely enlightening and valuable to view the system as collective leadership, encouraging the team to be more than the sum of its parts. Thank you Leila for bringing the Systemic Approach to the UAE.”  
**Hamira Latif, Leadership, Systems & Life Coach**

“Excellent certification! Equipped me with structure to my systematic coaching journeys and a powerful tool to assess teams.”  
**Zabna Amer, Head of Student Affairs & Projects, Ajyal Talent**

“Amazing and enlightening content with a fabulous facilitator and engaged group. It was very well organised. Thank you Leila.” **Rachel Moosa, SVP, Talent & Culture, AccorHotels Middle East & Africa**