



**Drive  
powerful  
change  
in teams**

## **Date and time**

To be confirmed

## **For further information please contact:**

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# **Systemic Team Coaching® Certificate**

## **In partnership with Renewal Associates**

### **About the programme**

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 in a hybrid format.

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

The Systemic Team Coaching® Certificate is Part 1 of the Systemic Team Coaching® Practitioner Diploma: a two-part, practice-oriented programme designed to build expertise in Systemic Team Coaching®.

The Systemic Team Coaching® Certificate comprises four modules, which includes 3.5 days of experiential workshops:

**Module 1:** Preparation (self study)

**Module 2:** Foundation and contracting

**Module 3:** SIDER process

**Module 4:** Five Disciplines

These provide:

- a foundation-level understanding of the core concepts of Systemic Team Coaching® theory and practice
- knowledge of the Systemic Team Coaching® 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 in-person context
- an understanding of the importance of 'self as instrument' in the Systemic Team Coaching® role - physical senses, intuition, body as data collector and sense-maker

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. The Systemic Team Coaching® Certificate is Part 1 of the Systemic Team Coaching® Practitioner Diploma, which provides the team coaching education and supervision hours to apply for the ICF Advanced Certification in Team Coaching (ACTC).

## Preferred participant experience

- 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

## The AoEC approach to Systemic Team Coaching®

John Leary-Joyce and Hilary Lines of AoEC in partnership with Peter Hawkins of Renewal Associates have created an integrative approach to Systemic Team Coaching®. In this certificate 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.

Our Systemic Team Coaching® Faculty bring a wealth of global experience across sectors and client systems. Their insights and practical expertise ensure each session connects theory to the realities of working with live teams and complex organisational dynamics.

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 or with
- work with our own large group process as a way of engaging live with the interpersonal dynamics of a group

## Team Connect 360 (TC360) 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.

[Click here to learn more.](#)

## Systemic Team Coaching® pathway

If you wish to practice as a systemic team coach, we are keen to support your development and accreditation through the Systemic Team Coaching® Practitioner Diploma.

## Accreditation



This is a certificate level programme, on completion you will receive a Certificate of Attendance. The hours can be used towards an ICF credential and the ICF Advanced Certification in Team Coaching.



Accredited with the International Coaching Federation (ICF) for 28.5 CCEs (Continuing Coach Education Units) - 27.5 Core Competency and 1 Resource Development.



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