

**Drive
powerful
change**

Date and time

Introductory webinar

8 September 2023

09.30 – 11.30 UK time zone

Theory and practice

11, 13 & 15 September 2023

09.00 – 17.00 UK time zone

Team review process

20 September 2023

9.00 – 13.00 UK time zone

Delivery

Virtual via Zoom.

Price

Please contact

teckie@careerconnectionsLtd.com

for pricing information and to book your place.

For further information please contact:

teckie@careerconnectionsLtd.com

www.aoec.com/east-africa

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-person. During 2023, we will be re-introducing some in-person courses in London, where the core classroom delivery days will be on consecutive days, bookmarked by an online introductory webinar the week before and an online team review session the week following – dates for in-person 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® 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
- get answers to your questions

Theory and practice sessions

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

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

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.

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 & 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 or 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.

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.

Accreditation



This is a certificate level programme: on completion you will receive a certificate of completion from the AoEC.



Accredited with the International Coaching Federation (ICF) for 19 CCEUs (Continuing Coach Education Units) - 3 Resource Development and 16 Core Competency.



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