



# Certificate in Team Coaching

## programme delivery

Online: 6 x 4 hr Zoom sessions

In person: 3 day immersive workshop

See website for course dates

In addition to the programme dates shown, the Team Coaching Fundamentals course is available for organisations wanting to develop their in-house coaches to be able to support teams. Do get in touch if you would like to know more.

## ABOUT THE CERTIFICATE

This course provides the foundational knowledge needed to confidently step into the field of team coaching. The course covers coaching theory and participants are able to co-create the coaching relationship and foster psychological safety; adequately coach teams in a variety of situations; help the team generate awareness of its own processes and work with the team on its effectiveness.

On successful completion of the Certificate in Team Coaching, you will be awarded 30 ICF CCEU's

## THE SYLLABUS INCLUDES

- Co-creating the relationship and psychological safety
- Group vs team
- What team coaching is and how it differs from other group interventions
- The role of a team coach
- The process of team coaching and stages over time
- Team engagement and readiness for team coaching
- Team discovery and launch
- “Live-action” coaching and the final review session
- Introductions, psychological safety, ERA contracting and initial conversations
- Team readiness
- Team coaching
- Live-action coaching
- Feedback

## YOUR LEARNING EXPERIENCE

The certificate is delivered in small groups with 2 faculty members ensuring a supportive learning environment.

## REQUIREMENTS

This blended learning programme is aimed at experienced coaches who want to deepen their practice and meet the increased demand for competent, confident team coaches. It is also suitable for L&D, HR and OD professionals who are working in a coaching role within their organisation.

# BENEFITS

On successful completion of the Certificate in Team Coaching, you will;

- Understand what team coaching is and why it's important
- Have a complete team coaching journey map that you can use with clients right away
- Have explored steps/stages of the journey and how to apply them
- Understand team coaching competencies and meta-skills that elevate your practice and make you a more impactful coach
- Have access to the Team Coaching Community
- Built confidence by putting your skills into practice
- Learned from the experiences and faculty demonstrations
- Developed a home team of peer coaches for ongoing support
- Asked questions about your unique situation – and received answers

# TCS CORE COMPETENCIES

Philosophy and Stance sit firmly at the heart of the wheel. Like yin and yang, they are complementary forces that interact as a dynamic system – a team coach's mindset - in which the whole is greater than the assembled parts.

A coach's mindset informs a coach's way of being and every single intervention; it is what makes the difference between an OK coach and coach mastery. It is also what distinguishes the role of team coach from 'similar' roles such as consulting, teaching, training and facilitation.

3 Metaskills wrap around the heart of the TCS Team Coaching Wheel.

These are the highest-order skills that supercharge every aspect of team coaching. Metaskills transcend all other skills from the Greek word meta, meaning "after" or "beyond". These three skills, **Presence**, **Use of Self** and **Active Experiments**, are essential to mastering the art of evoking awareness and provoking action and experimentation. Together, they provide the methodology for change.

Radiating out from the core of the TCS Team Coaching Wheel, 12 team coaching competencies sit within five clusters. These competencies set the foundations for a team coach's journey towards mastery.

The Team Coaching Wheel sits at the heart of our teaching, and they are fundamental to your development as a team coach.



# WHY TRAIN WITH US

We are a group of experienced industry practitioners who bring knowledge, wisdom and practical know-how to the art of team coaching. Our continual drive for excellence enables us to share the very latest thinking in this fast-growing area of coaching with both passion and commitment.

Studying with TCS will leave you armed with the know-how, experience, and insight to work and speak with authority in the Team Coaching world.

If you have not yet taken one of our courses, you might be thinking what makes us different?

- We meet people where they are, rather than look down from the guru position.
- We care about every one of our students and welcome them into the TCS family.
- We give coaches confidence by removing the barriers to learning and stretching them to their full potential.
- We are not formulaic. We don't offer 'paint by numbers training. We allow you to stay true to yourself as a coach, helping you to find your own path while guiding you along the way.
- We provide the framework to help you achieve the accreditation you need.
- We run small group training with two faculty members – and no more than six students per faculty member.
- We are on a continual drive for team coaching excellence, which enables us to share the very latest thinking in this fast-growing area of coaching.

## BENEFITS TO ORGANISATIONS WHEN RUN IN HOUSE

We work with organisations to support you in identifying effective ways of working, agreeing and progressing towards measurable outcomes. Our expertise is used to ask the right questions and ensure the process is provoking the team to challenge itself and try new approaches that translate their work together into tangible progress. For more information on tailored programmes for your organisation please get in touch via email.

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You have no idea how important and meaningful the team coaching training I did with you has been for me, how often I think of it and refer to it.

*Sybille Sciamma*

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## NEXT STEPS

The next step on your Team Coaching journey is our hugely popular Diploma in Team Coaching. Please refer to our website for more information.

## ACCREDITATION



for more information

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