

**Intact
Academy**

TA03:

Team Coach Academy

EMCC accredited within senior practitioner program.

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Purpose

Are you coaching or leading groups or teams? Does the performance of the team need to be improved? Is the relationship between the leader and members not as good as it could be? Are decisions taking too much time? Is the team focused too much on internal processes instead of on the client? Then this training is for you.

Target Group

This program is for experienced professionals such as coaches, consultants and leaders who want to deepen their team coaching and development skills.

In order to be admitted to the TAO3 team coaching program you need the following experience and qualities:

- At least 5 years' experience or 200+ hours as an individual or executive coach
- Certification from a coach training or at least 2 years of TA
- Commitment to critical self-reflection
- Willingness to contribute to others in the group
- Commitment to developing your own professional practice.

Ultimate Result

By the end of the program participants will have:

- Gained a clear understanding of the theory and methodology of Team Coaching.
- Developed the skills to practice as a Team Coach.
- Gained deep personal understanding of themselves in the role as a team leader, and as a teamcoach

The Program

This academy offers a series of modules facilitated by an experienced international team of trainers and supervisors with the objective of developing you as a TA and EMCC senior level (team) coach.

The program consists of six two-day workshops, as well as accountability groups, group supervision and team coaching client work.

The Workshops

Workshop 1. Team coaching models: The purpose of the workshop is to contract for learning and cooperation in the group, and to give an overview of what team coaching is, and the competencies required to becoming a team coach. We will explore the three levels of teams: structure, dynamics and psycho-dynamics, and describe the concepts that are applicable at each level. We will discuss the job of the team coach at each level.

Workshop 2. Problem definition: The purpose of the workshop is to explore some key concepts for diagnosis at the team level (Berne, 1964). In this workshop we will give an overview of team coaching and organizational theory, specifically focused on creating high performing groups and teams. You will learn about the team structure (boundaries, roles, and hierarchy), the relational structure (dynamics, persona, social ranking) and about the psycho-dynamic structure (imago, transference, culture).

Workshop 3. Stages of team development: The purpose of the workshop is to explore specific interventions to accelerate team development. Every team develops through a series of stages, determined by the complexity of the environment and the team maturity. We will simulate five stages of development, each characterized by a specific leadership style, structure and possible problems. You will learn about: stages of development, typical leadership, culture and prevalent problems and interventions to facilitate development.

Workshop 4. Team coaching interventions: The purpose of the workshop is to explore specific interventions to increase sustainable development of the team. We will practice interventions to increase clarity of structure, create a cooperative culture and inspiring leadership teams.

Workshop 5. Working with team narrative: The purpose of the workshop is to explore the narrative of the team at the psycho-dynamic level. In this workshop we will journey through the steps of a heroes journey, discovering the mythic aspects of your team script formation. We will use the twelve steps described by Joseph Campbell, describing the essence of each step and the paradoxes that you will need to overcome to progress to the next stage of development.

Workshop 6. Accreditation team coaching: The accreditation process provides a framework for accreditation, for learning and for transforming the professional identity of participants. The accreditation process assesses the integration of team coaching tools, theory and ethics and their application in the participants' work situations. Candidates must be able to explain what they do, why they do it and options they might have had. During the accreditation process the candidates present their signature team coaching approach, their learning journey and present their case study about the team coaching process with a client.

The Accountability Group

The Accountability Group is a team of 3-4 people who meets in between every workshop to discuss the homework and learning progress, and practices team coaching. The Accountability Group is there as a resource for you to bounce ideas off, to explore your best thinking and to confidentially discuss any issues.

Group Supervision

During each workshop we will reserve 0,5 day for the supervision of the team coach partners and their client work. Besides that team coach pairs are expected to attend five group supervision sessions. These are paid for separately by the team coach clients.

These sessions will help you:

- Look at your own process and functioning as a coach team,
- Examine the functioning of the client team (and the potential parallel processes that often arise between the two teams),
- Understand the complex system dynamics at play,
- Look at how you are applying the learning from the program

The Team Coaching Client process

The participants will be working in a team of two to three team coach partners to provide real team coaching within an organizational team over a six-month period. Team coaching is a powerful process that will enhance the performance of team, members and coaches alike, impacting the immediate business as well. The team coach client will receive six 2.5 hours team coaching sessions, in combination with eight one-hour individual coaching sessions for the leader. The team leader and team members will be expected to participate in whatever tools or process the coaches need to ascertain needs and realize the learning contract. Because this is a work placement for learning, the team coaches will charge a minimal fee of Euro 300 to the client, which will pay for the additional group supervision required.

The Written Case Study

The purpose of the case study is to show that you have integrated knowledge of team coaching concepts and can apply them in practice in your field of work. The format for the case study includes contact, contract, problem definition, intervention, evaluation and prognosis.

Personal study, further reading

As a part of your case study, you will be expected to include the relevant research and theoretical underpinnings of your practice. To support you in this, there is an extensive reading list. You will be expected to come to each module having read any recommended texts or papers that are relevant to that module. We also recommend you complete an individual learning log, to track your progress during the program. There is homework between each workshop.

Assesment Criteria Team Coach Academy

At this level we expect participants to:

- Able to manage their own process in a way that supports the client's process,
- Able to present an extensive range of team coaching concepts and applications
- Able to establish clear and ethical contracts even in ambiguous team settings,
- Flexible in their relationship with the client to meet their developmental needs,
- Able to use feedback and challenge effectively to enable insight and learning,
- Able to explore the wider impact of interventions

Planning and Costs

The program is given online via Zoom or on location.

The program is in English, with the possibility of organizing different translations.

For actual dates please go to the website: www.intactacademy.com

Costs are aligned with the NUMBEO index per country. Intact Academy is a state recognized CRBKO institution, and thus programs are offered VAT free.

Registration

Register through the website:

<https://intactacademy.com/planning/>

When registering for Intact Academy programs you also commit to adhering to the ITAA and EMCC ethical code and the Intact Academy registration conditions.



Program Director



Drs Sari van Poelje is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy since 1992, training coaches and consultants all over the world. She works as a consultant in Agile Business Innovation with multinationals, family businesses and startups to help them innovate their business more quickly than their products, so that they can accelerate their time to market. Sari has 35 years' experience of coaching and consulting with managers and directors and has been a director in various multinationals for 23 years.

She is a licensed teaching and supervising transactional analyst, PCM trainer, NOBCO-EMCC accredited master coach, master systemic team coach. She has published numerous articles and books on leadership, coaching and organizational change.