Global Team Coaching Institute
In collaboration with WBECS

Practitioner in Team Coaching
Certification Program

+130h	**+130**	**10**	**20**	
of Education	CCEUs & CPDs	Guided Practicums	LIVE Sessions	Community

Cultivate long-term team coaching engagements, access proven frameworks that enable sustainable success, and shift organizations into a new era of value creation for their stakeholders.

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Introducing Team Coaching Practitioner by the Global Team Coaching Institute

Team literacy is now an essential competence for all coaches, team leaders, and HR professionals. There is a vast and growing need for competent team coaches that can only be fulfilled through large-scale, high-quality training.

GTCI is the first live-online educational hub dedicated to Team Coaching. It's where the world's foremost team coaching experts come to teach, where coaches come to become the best and where organizations come to find the best in team leadership.

The program draws on 30+ years of team-specific research around the world, the experience of hundreds of team coaches, and comes with a substantial toolkit. Alongside trainings and templates given, you will develop your own approaches to pitching for work, scoping the assignment, interviewing team members and other stakeholders, observing team meetings and contracting. You will learn how to set up the team coaching session to maximize the team's engagement and learning. You will explore common derailers for team coaching and develop your own, unique responses to them. You will learn how to measure the impact of team coaching and finally how to transition from the team coaching being done by you to being done by the team.

The aim of this course is to enable you to coach the team directly through expanding your ways of looking at teams, the range of approaches you can use when coaching teams, and the authority, presence and impact that you bring to your team coaching relationships.

The course supports the coach in making the transition from 1-2-1 coach working with leaders to being able to work with the whole team. The extensive toolkit aims to ensure that the team coach is equipped with the flexibility of response to cope with almost any situation that may occur in this challenging environment.

GTCI Practitioner Program Streams

The GTCI Practitioner Level Course offers 2 systemic Learning Streams: **Systemic Team Coaching (STC)** developed by Prof. Peter Hawkins **Complex Adaptive Systems PERILL (CASP)** Model developed by Prof. David Clutterbuck. The shorter versions of these two programs have been taught in many countries around the world for over ten years. Each systemic stream offers 10 modules of training in live-virtual sessions, practical experience and self-study materials.

At the end of this program you will have an **extensive toolkit of practical diagnostics and coaching interventions** for addressing the most commonly encountered situations and challenges you are likely to meet as a team coach. You'll also earn a Team Coaching certification from our Global Team Coaching Institute and the European Mentoring and Coaching Council.

Program Structure

- **10 modules** - 1 month each
- Each module is spread **over 4 weeks** and has:
  - Main Session - 90 Minutes
  - Practicum Session - 120 Minutes
  - Q&A Session - 60 Minutes
  - Reading and Assignments on Week 4
  - Time Commitment Per Module:
    - 4.5 Hours of Live-Virtual Sessions
    - 8 Hours (approx.) of Self Study & Practice
- Each module will have the following resources:
  - Slides
  - Tools
  - Reading materials
  - Audio and Video Recordings (Main Session & Q&A Only)
  - Access to Special Team Coaching assessments
  - *Optional access to group supervision*

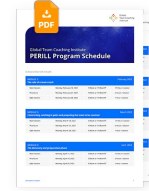## You'll receive Certifications and Accreditations from:

- Global Team Coaching Institute (GTCI)
- International Coaching Federation (ICF) - for ICF members

You will also be qualified to apply for EMCC Team Coaching Practitioner award.

Module Overview
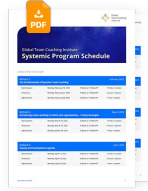
View STC Course Schedule here

View CASP Course Schedule here

Systemic Team Coaching Stream	Complex Adaptive Systems PERILL
Developed by Prof. Peter Hawkins	*Developed by Prof. David Clutterbuck*

Module 1
The fundamentals of Systemic Team Coaching

Module 1
The role of a team coach

You will learn:

- Explain the reasons why the world needs a systemic approach to Team Coaching

- Describe the core principles underpinning our Systemic Team Coaching Approach

- Use the Five Disciplines Model to explain the factors impacting effectiveness and value creation.

- Apply the model of Authority, Presence and Impact to your own development as a Systemic Team Coach

You will learn:

- What team coaches do (and don't do)

- The key stages of a team coaching assignment through a complex adaptive systems lens

- Critical mind shifts – how you will be different at the end of this program

- When it is advisable not to take on a team coaching assignment

Systemic Team Coaching Stream
Developed by Prof. Peter Hawkins

MODULE TWO

Module 2
Introducing team coaching to clients and organizations – 7 entry strategies

You will learn:

- Expand your awareness of the types of entry strategies available for STC work

- Inform client sponsors, team leaders and teams what a Systemic Team Coaching process entails and its benefits

- Conduct an initial scoping exercise to arrive at a contract for the STC inquiry

- Start to build your STC practice

MODULE THREE

Module 3
Inquiry and Development agenda

You will learn:

- Explain the purpose of the inquiry to a client and the contracting that needs to take place ahead of the inquiry

- Prepare for the inquiry process

- Help the team to identify stakeholders through a stakeholder mapping process

- Gather data about the system – specifically Interviews & Diagnostic Survey

Complex Adaptive Systems PERILL
Developed by Prof. David Clutterbuck

MODULE TWO

Module 2
Contracting, working in pairs and preparing the team to be coached

You will learn:

- Understanding the impact of Discovery phase and learn how to carry it out with the team leader, sponsor, and team members

- Three leader's positions in the team and implication of that

- Creating own set of Discovery questions

- Assessing engagement to determine its feasibility and agreeing on realistic outcomes

MODULE THREE

Module 3
The discovery and preparation phase

You will learn:

- Understanding the purpose of diagnostics and the value of involving stakeholders in the process.

- Understanding the variation of diagnostic tools and selecting the right ones for the engagement.

- Developing customized structured interview according to situation / challenges

- Ethical debriefing of diagnostic results.

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MODULE FOUR — Module 4
Commissioning discipline

You will learn:

- Explain why a clear Team Purpose is important

- Coach the team in its discovery of their common purpose in relation to stakeholder expectations.

- Use the Three Horizon thinking approach with a team

- Apply a process for coaching 'co-missioning'– the dialogue between the team and the level above.

MODULE FOUR — Module 4
**Scoping the Assignment:
Team Diagnostics and Debriefing**

You will learn:

- How to contract with:

    - The team

    - The team leader

    - Sponsors

    - Your co-coach

    - Yourself

- How to work effectively with a co-coach

MODULE FIVE — Module 5
Clarifying discipline

You will learn:

- Understand the key elements of the Clarifying Discipline and why it is important.

- Help a team to build their Team Charter.

- Coach a team in creating team transformational KPIs.

- Apply a collective team build exercise and a team strategy event.

MODULE FIVE — Module 5
The first session

You will learn:

- How to design the session structure with the team leader

- How to educate the team in co-coaching behaviours

- How to work with team identity, team purpose and team goals

- How to use the PERILL diagnostic in the first session

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Module 6

Coaching the team live in their meetings both face-to-face and in virtual meetings

Module 6

Building relationships, enhancing learning and distributing leadership functions

You will learn:

- Describe the benefits of coaching the team "live"

- Enhance your ability to observe the team at work

- Think though the different ways of taking time out during a client team meeting to facilitate team effectiveness and learning

- Understanding how to help teams run effective meetings and top derailers

You will learn:

- Tools and techniques for building relationships, enhancing learning and distributing leadership functions

Module 7

Co-creating discipline

Module 7

Working with the room - Emotions, psychological safety and collective awareness

You will learn:

- To enable the team to deliver on their purpose and strategy

- Understand the importance of psychological safety in a team, and have some approaches for building it

- Help a team recognize and handle conflict and tension

- Coach the team in getting the most of its diverse talents and contributions

You will learn:

- Working with the room: Emotions, psychological safety and collective awareness

- How to recognise and work with collective emotions

- How to design and use powerful questions in a team context

Systemic Team Coaching Stream	Complex Adaptive Systems PERILL
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Module 8
Connecting discipline

You will learn:

- Help the team identify and map out the network of Stakeholder relationships

- Apply an approach to managing the emotional projections of the team in relation to stakeholders in order to create a more effective engagement

- Apply an approach for facilitating a live stakeholder/team session

- Bring awareness of the wider system/environment - PESTLE dimensions of the team's context into focus.

Module 8
Engaging the team with its systems

You will learn:

- How to engage the team with its own narratives

- How to enhance stakeholder engagement

- How to visualise and clarify multiple interacting systems that affect the team

Module 9
Core Learning discipline

You will learn:

- Know how to design and deliver a STC assignment to optimise the learning for the team

- Help the team be aware of how it learns, how it interrupts learning, and how it can optimise its learning

Module 9
Disengagement - measuring the effectiveness of team coaching

You will learn:

- How to bring the team coaching engagement to a positive close

- How to establish and put into context the impact of team coaching

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Module 10
MODULE TEN

Review process for Client Team and your Learning Journey

Module 10
MODULE TEN

Building your own team coaching business

You will learn:

- Manage the Review Phase with a team and its organisation

- Integrate the learning from this program.

- Explore how to apply the learning in different contexts

- Plan the next stages of your development. - Introduction to the Senior Practitioner Program.

You will learn:

- How to position your service offering in ways that meet client team's needs and provide differentiation

- Your elevator pitch

- Your continued development plan as a team coach

- How to make effective use of supervision as a team coach

Global Team Coaching Institute Faculty

Prof. David Clutterbuck

David Clutterbuck is Co-Founder of the European Mentoring & Coaching Council (EMCC), a Marshall Goldsmith Global 100 leading coach, and one of the international pioneers of coaching and mentoring. David has authored 70 books, is a Professor at Henley Business School, Oxford Brookes, Sheffield Hallam, and York St John and renowned international keynote speaker.

Prof. Peter Hawkins

Peter Hawkins is a Professor of Leadership at Henley Business School, author of many best-selling books, and leading pioneer and thought-leader in areas of systemic team coaching, supervision, and board development. As Chairman of Renewal Associates and Honorary President of the Academy of Executive Coaching, Peter teaches and consults in over 50 countries and is a regular keynote speaker at international conferences.

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Faculty Members - *Complex Adaptive Systems PERILL Stream*

Complex Adaptive Systems PERILL Stream will be taught by Prof. David Clutterbuck and the CASP Team Coaching Faculty, some of whom are featured below.

Evija Vaščenko   **Colm Murphy**   **Craig McKenzie**   **Dumisani Magdelena**

Michelle Chan   **Irena Antolic**   **Martin Braddock**   **Tony Dickel**

Vesa Ristikangas   **Paula King**   **Tammy Turner**

Faculty Members - *Systemic Team Coaching Stream*

Systemic Team Coaching Stream will be taught by Prof. Peter Hawkins' Faculty, some of whom are listed below. Prof. Peter Hawkins will be a co-presenter for a number of those sessions.

John Leary Joyce   **Hilary Lines**   **Inge Simons**   **Catherine Carr**

Barbara Walsh   **Colm Murphy**   **Sue Coyne**   **Danny Tuckwood**

Moira Nangle   **Tammy Turner**   **Paul Lim**

Frequently Asked Questions

1. Can I take both streams?

Both streams are held on the same day of the week, at the same time, so you'll need to choose which one you'd like to take first. To get the most out of your learning, and considering this is a 10-month course with over 130 learning hours included, we recommend you take the streams sequentially and really engage with the material.

2. Why two Practitioner streams?

In the GTCI our mission is to provide coaches with access to world class systemic team coaching methodologies to have the ability to take on any team coaching assignment that comes their way. David and Peter have been teaching their respective systemic Practitioner streams all over the world for many years and are excited to present these courses in a live, virtual format for the second time. With two stream options, you have the opportunity to engage with the style of team coaching, diagnostic and perspective that suits you best and have the option to do a second stream in the future.

3. How will supervision as a part of the program work?

The GTCI Practitioner program will include **optional access** to qualified supervisors for both group and individual supervision sessions. The EMCC recommends that all coaches receive regular 1:1 supervision, and group supervision for team coaches but neither are a pre-requisite of graduation from the GTCI Practitioner programs. However, 1:1 supervision will be required for renewing your EMCC accreditation in 5 years time. More details will be provided at the beginning of the program.

4. How is the Practitioner level different from Gateway?

With the Gateway Program, we started coaching leaders to better enable their teams. After engaging with the Practitioner Level you will have the ability to coach teams, deliver off-site workshops, carry out structured team diagnostics.

Learning outcomes are as follows:

Gateway - Foundation	Practitioner
• Understanding teams and team effectiveness • Being able to coach team leaders to better enable their teams • Being more effective in teams you lead or where you are a member • Certificate in Coaching Team Leaders and enabling teams	• Knowing all the key models, tools and processes of team coaching • Being able to coach team workshops, coach live in team meetings and design and coach team partnership events • Being more effective in teams you lead or where you are a member • Accreditation as a team coach practitioner

5. Can you tell me more about the Practicums?

Each module will have a 2-hour long Practicum where you will practice the skills taught during the main session of each module with your peers and guidance from an experienced team coach/Faculty member. At the beginning of the program, you will be placed in Learning Groups with other coaches in the program and remain with the same group throughout.

6. Can I join the program if I don't have my own team to work with?

David and Peter will provide coaches with detailed information and support on how to secure a team to work with. They will help coaches determine the kind of clients they want to work with and how to find those clients.

In Modules 1 - 3 there will be discussions around confirming that each coach has secured a team and since some coaches may have more clients than they can work with, we will use the support of the entire GTCI Network which should make it easier for coaches to find a client. Coaches will be expected to have a team to practice with by the end of Module 3.

7. What is the Complex Adaptive Systems PERILL Diagnostic?

The CASP diagnostic is designed for maximum flexibility. It can be used:

- As a comprehensive 360 survey at the beginning of a coaching assignment

- As a practical checklist for the team to identify themes — and the systemic interconnections between them -- from examples of when the team is at its best and worst

- As separate 360 or 180 diagnostics to explore themes identified through interviews or other sources (e.g. how does leadership function in this team?)

CASP is unique in that it allows the team and the team coaches not just to identify discrete issues that need attention, but to explore how feedback loops between each of the six pillars reinforce or resolve those problems. Instead of focusing on a problem, it directs attention to a mix of positive and negative factors — the overarching system — that contribute to the issue. This allows the team to design complex, adaptive systems solutions that use team strengths to overcome weaknesses.

Available as both an online & offline tool, all CASP students will be given online access to 2 free team coaching reports where the system collates feedback from team members & stakeholders into an action orientated diagnostic report.

8. What is the Team Connect 360 Diagnostic (Systemic Team Coaching Stream)?

Team Connect 360 (TC360) is a unique on-line team 360 feedback tool which quickly and efficiently generates insights into how a team is perceived - by its stakeholders and by members of the team itself. TC360 provides breadth and depth of insight into your team members' and stakeholders' view and perceptions – and what is needed for success.

The report reveals the current needs the business and stakeholders have of the team in question. Feedback is gathered online (the questionnaire can be accessed through a PC, tablet or smartphone) and the results are automatically collated into a report. It is a quick, easy and cost-effective way to secure feedback from your stakeholders, wherever they're located.

You decide when to start the process and when you want to have the report ready – gathering feedback and collating the final report usually takes about three weeks from start to finish.

9. What is the difference between the Team Connect 360 (TC360) and the CASP diagnostic?

The TeamConnect 360 is an on-line instrument that produces a detailed report for the team on all five disciplines of high-value creating teams. The on-line system collects feedback from every team member and key stakeholders. You will also receive the high-value creating team questionnaire and interview templates for both team members and stakeholders.

CASP can be used as a 360 diagnostic, as an interview template or as a series of discrete questionnaires focused on specific areas to understand and address the key drivers of team performance and capability. It takes a perspective of complex, adaptive systems to help the team see the patterns that enable or hinder performance. All CASP students will be given online access to 2 free team coaching reports where the system collates feedback from team members & stakeholders into an action orientated diagnostic report.

10. Will I be licensed to use Diagnostics after this program?

Yes! Upon successful completion of the program you will be licensed to use the diagnostic of the stream you choose. All attendees on the CASP stream will be given 2 free diagnostic team coaching reports from the online platform (one of which should be for the team you work with during the course) and you are licensed to use the offline CASP diagnostic as part of your team coaching practice. Using the TC360 digital tool incurs a cost for your clients.

11. What are the graduation requirements?

You need to:

- Attend live or watch the recording of all 10 Main Sessions

- Attend at least 7 out of 10 Practicums

- Attend live or watch the recording of all 10 Q&A Sessions

- Submit a report with your personal reflections of the course, your team experience and personal growth

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Register for the Practitioner in Team Coaching Certification:

★★★★★

GTCI Practitioner Certification
Global Team Coaching Institute with
Profs. Peter Hawkins & David Clutterbuck

10 Modules of Content - Live Virtual Sessions:
- Theory
- Practicum Sessions
- Q&A Sessions

130 ICF CCEUs & EMCC CPDs

Virtual Member Center Access to:
- Session Video & Audio Recordings
- Session Transcripts & Notes
- Session Slides
- Handouts

**Access to Comprehensive
Team Coaching Assessments**

Feb
8

*Practitioner Program Full Price is $7994,
Register and Save 50%
if you enroll by February 8*

Pay in Full
$3,997

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OR

12 months Payment Plan
$347

GET ACCESS NOW

Have questions? Please contact our team!

Call or Text:

+1 415 228 6857

Schedule a Call with our Admissions Team:

wbecs.com/gtci/practitioner

Email:

gtcisupport@wbecs.com