



Coaching.com Presents

Systemic Team Coaching®

Certification

Unlock the full potential of your teams by **mastering Systemic Team Coaching® techniques. Identify critical performance factors. Implement tailored team development plans. Ensure high-value creation and effective collaboration.**

Introducing

The Systemic Team Coaching® Certification for Coaches, HR Professionals and Leaders

with



Certification Overview

Systemic Team Coaching® aspires to create the next generation of coaches and leaders who can effectively harness and amplify the power of teams to tackle current and future challenges. The days of the heroic leader are gone. The only way to thrive in a volatile and uncertain world is to create teams that transcend the individuals' abilities. Systemic Team Coaching® is here to support leaders and professionals in doing exactly that.



Level 1: Team Development Essentials

Designation: *Certified in Team Development Essentials*

Overview

Team Development Essentials is the first certification under the Systemic Team Coaching® umbrella. As a foundation, this course thoroughly explores team dynamics, performance, and leadership journeys, emphasizing their importance for organizational success.

Participants will gain a holistic understanding of team structures and evolution thereby enhancing their coaching strategies. The course will equip them with tools for self-reflection to ensure effective interventions and bridge theoretical knowledge with practical application thereby preparing them for real-world challenges.

In the Team Development Essentials course you will:

- Gain an understanding of what a team is and why leading and developing teams is important.
- Acquire knowledge on basic concepts behind Systemic Team Coaching® and what it means to lead a team systemically.
- Acquire the skills to identify critical factors that underpin team performance and dysfunction.
- Articulate the five key disciplines a high-value creating team must develop.
- Integrate models, tools and techniques of team coaching into your coaching practice.
- Collaborate and contract with co-coaches and teams effectively.
- Learn how to create and use a Team Development Plan.

[View Course Schedule](#)

Module Overview

The Team Development Essentials course includes 6 Modules, 6 guided Practicums, and 2 Q&A sessions, each carefully designed to improve your understanding of Systemic Team Coaching. Here's what you can look forward to as key takeaways in each module:



MODULE 1

Learning and Developing Teams

1. Learn the Five Disciplines to enhance your understanding and effectiveness.
2. Demonstrate impactful leadership as a team leader to make a positive difference.
3. Boost your confidence in collaborating with teams by actively engaging in skill-building and self-development.



MODULE 2

Are you a Real Team or Just a Meeting?

1. Embrace teamwork by actively participating in collaborative efforts rather than just attending meetings.
2. Distinguish between group dynamics and true teamwork to foster a more cohesive and effective working environment.
3. Understand the three essential characteristics of a high value creating team.



MODULE 3

Becoming a Co-Creative Team

1. Explore the concept of team co-creation to understand its significance and practical application.
2. Foster collaboration within the team to enhance synergy and surpass the collective capabilities of individual members.
3. Acquire knowledge about the stages of team development to effectively navigate and contribute to the team's growth.

**MODULE 4****Who and What Does the Team Serve?**

1. Define what constitutes a high-performing team that excels in creating substantial value.
2. Ensure organizational sustainability by consistently co-creating with and for stakeholders.
3. Enhance the team's value creation by continually increasing collaboration with and for stakeholders.

**MODULE 5****Unlocking Team Potential Through Core Learning**

1. Embrace life's curriculum by implementing future-back and outside-in learning strategies.
2. Define a learning team to foster collaboration and knowledge sharing.
3. Evaluate a learning team by assessing its effectiveness, communication, and collective learning outcomes.

**MODULE 6****Team Coaching Journey: Review and Next Steps**

1. Map the progression you've undergone throughout the last five modules to achieve a profound understanding.
2. Apply the acquired knowledge as a Coach, HRBP, Manager, Sponsor, or Team Leader to enhance your skills and contribute effectively in your respective roles.
3. Lead systemically as a Team Leader by implementing strategic approaches and fostering a collaborative environment within the team.



Team Development Essentials Structure

- **On-demand Modules featuring Prof. Peter Hawkins and Dr. Catherine Carr**
 - 9 hours (6 self-paced lessons, 90 min each)

- **Live Practicum Sessions with trained Facilitators**
 - 9 hours (6 sessions, 120 min each)

- **Live Q&A Sessions with Prof. Peter Hawkins and Dr. Catherine Carr**
 - 2 hours (2 sessions, 60 min each)

- **15 Client-Facing Tools**

- **26 ICF CCEUs** • **26 EMCC CPD Hours** • **26 SHRM PDCs**

- **Exclusive Membership Area with:**
 - Video & Audio Recordings
 - Client Tools
 - Exercises
 - Assessments

- **Exclusive Coach Community Access**

- **Designation: *Certified in Team Development Essentials***

Pricing For Team Development Essentials:

One-time Payment	\$1,997	Register Now
4-month Payment Plan	\$527 <i>per month</i>	Register Now



Level 2: Systemic Team Coaching® Practitioner

Designation: *Certified Practitioner in Systemic Team Coaching®*

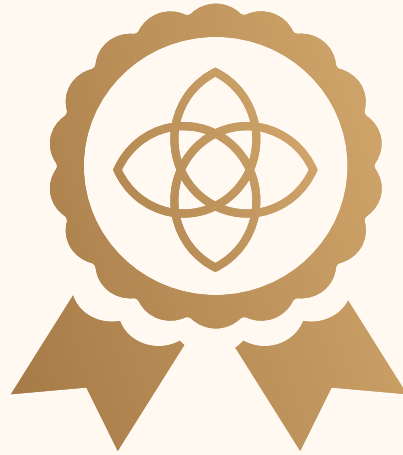
Overview

This highly experiential course is designed for individual coaches, team facilitators, and organizational consultants seeking to coach teams. It brings together authoritative experience and guidance from leading thought leaders, practitioners and researchers in the field. You will learn practical tools and approaches, and have opportunity to practice the learning together in small groups using live action simulation, in preparation for application with client teams.

This course differentiates Systemic Team Coaching® from other forms of team or group development and extends the definition, body of theory and practice in team coaching. It brings together the best practice and research from team and organizational development with the best from coaching into a new integrated approach. Systemic Team Coaching® goes beyond just helping the team to relate better internally, to coaching the team to co-create greater value with and for all their stakeholders. It is based on the Hawkins' Five Disciplines of Teams model which is used extensively around the world.

This course has been taught and practiced successfully in 50 countries around the world, with over 3,000 student practitioners.

The aim of this course is to guide you beyond the Team Development Essentials course, where you are coaching the team through the team leader or starting out with your own teams. In Practitioner, you learn how to effectively convey “why team coaching” to a potential client partner.



In the Systemic Team Coaching® Practitioner you will:

- Analyze and articulate key theories and practices of Systemic Team Coaching®.
- Evaluate and differentiate between groups and teams, and critically compare Systemic Team Coaching® with other forms of team development.
- Implement the core concepts of Systemic Team Coaching® in a practical coaching project.
- Create a comprehensive Systemic Team Coaching® contract for a client team, demonstrating an understanding of essential components and considerations, and justify the structure of the contract.
- Use the Hawkins' Five Disciplines model in structuring an inquiry into team functioning, in helping the team shape its development journey and in shaping team coaching interventions.
- Engage in a series of leadership development exercises to refine your personal leadership style, enhance self-awareness and confidence, and demonstrate these qualities in a team coaching scenario.

[View Course Schedule](#)

Module Overview

The Systemic Team Coaching Practitioner Course comprises 8 comprehensive live Modules, 8 live Practicums, and 2 live Core Learning sessions, meticulously designed to enhance your coaching proficiency. Here's what you can look forward to as key takeaways in each module:



MODULE 1

The Fundamentals of Systemic Team Coaching

1. Examine why the world requires a systemic approach to Team Coaching.
2. Outline the fundamental principles supporting our Systemic Team Coaching Approach.
3. Employ the Five Disciplines Model to illustrate the factors influencing effectiveness and value creation.
4. Showcase the practical application of the SIDER Model.
5. Apply the model of Authority, Presence, and Impact to enhance personal development as a Systemic Team Coach.



MODULE 2

Co-Inquiry

1. Explore the systemic team coaching process; what does a typical team coaching program look like? Start developing your systemic team coaching practice.
2. Understand how to conduct an informative co-inquiry process and the necessary contracting that needs to take place before the inquiry.
3. Apply the team mapping process to assist the team in identifying stakeholders through a stakeholder mapping process.
4. Learn how to use Team Connect 360 for co-discovery.
5. Demonstrate the ability to make sense of data and co-design the development journey.

**MODULE 3****The Commissioning Discipline**

1. Understand how to coach the team's discovery of their common purpose in relation to stakeholder expectations.
2. Apply Three Horizon thinking with your own team.

**MODULE 4****The Clarifying Discipline**

1. Facilitate the co-development of a team charter using transformational KPIs and case studies.
2. Explore the utilization and leadership of a team collective build process, empowering teams to collaboratively generate and take ownership of key aspects of their team charter.
3. Apply the Collective Build Framework in a team-building and strategy event.

**MODULE 5****Coaching The Team – Live & Virtual**

1. Utilize nudges, reframes, and feedback effectively in live coaching sessions.
2. Articulate the advantages of conducting real-time coaching with teams.
3. Excel in coaching virtual team meetings with mastery and precision.

**MODULE 6****The Co-Creating Discipline**

1. Facilitate the understanding and application of the team's purpose and strategy, ensuring that team members can articulate and integrate these into their daily activities and decision-making processes.
2. Educate the team on the concept of psychological safety, analyze its impact on team performance, and develop practical strategies for fostering a safe and supportive team environment.
3. Coach the team to identify and evaluate sources of conflict and tension, and apply conflict resolution techniques to manage and mitigate these issues effectively.
4. Develop methods to help the team recognize, appreciate, and effectively utilize the diverse talents and contributions of each member, thereby enhancing teamwork and productivity.
5. Implement techniques that encourage open communication and bring unspoken issues to the forefront, thus promoting transparency and trust within the team.

**MODULE 7****Connecting Discipline: Managing Stakeholder Relationships**

1. Develop and demonstrate methods for the team to effectively engage with stakeholders, focusing on planning and conducting interactive live events that foster mutual understanding and collaboration.
2. Teach the team to recognize and analyze their emotional responses towards stakeholders, and devise strategies to manage these emotions to enhance stakeholder engagement.
3. Implement a structured approach for facilitating live sessions, emphasizing the application of techniques that encourage active participation and constructive dialogue between the team and stakeholders.
4. Educate the team on the ecological aspects of their work environment, encouraging them to analyze how these factors impact their operations and integrate this awareness into their decision-making process.
5. Guide the team in understanding and evaluating inter-team relationships, and develop collaborative strategies to form an integrated 'team of teams' that leverages collective strengths and resources.



MODULE 8

Core-Learning; Review, Transition and Integration

1. Develop strategies to coach the team on fundamental principles of effective learning, ensuring they understand and apply these concepts in their teamwork.
2. Guide the team in developing self-coaching skills by understanding their strengths and weaknesses, and applying self-reflective practices.
3. Teach the team to use and analyze the team contribution grid, evaluating its effectiveness in enhancing team performance and collaboration.
4. Illustrate and discuss the significance of core learning disciplines, encouraging the team to integrate these disciplines in their daily interactions and problem-solving processes.
5. Develop and present a comprehensive plan for designing and implementing STC assignments that challenge the team's understanding and application of learning principles.
6. Facilitate sessions that enable the team to identify and analyze their learning patterns, evaluate factors that hinder their learning, and create strategies to enhance their learning efficiency.



The Practitioner bundle enables ICF credentialed coaches to deploy the learning and supervision hours towards the Advanced Certification in Team Coaching (ACTC).*



EMCC members who complete both courses get a recommendation for the Individual Team Coaching Accreditation (ITCA) at the Practitioner Level*



Team Development Essentials + Systemic Team Coaching® Practitioner Certification Bundle

Everything in Team Development Essentials, plus:

- **Live Content Webinars**
 - 12 hours of content (8 sessions, 90 min each)
- **Live Practicum Sessions with trained Facilitators**
 - 16 hours (8 sessions, 120 mins each)
- **Live Q&A Sessions with Prof. Peter Hawkins and Dr. Catherine Carr**
 - 8 hours (8 sessions, 60 min each)
- **72 ICF CCEUs** • **72 EMCC CPD Hours** • **72 SHRM PDCs**
- **Exclusive Membership Area with:**
 - Video & Audio Recordings
 - Exercises
 - Client Tools
 - Workbooks
- **Exclusive Coach Community Access**
- **Designation: *Certified Practitioner in Systemic Team Coaching®***

Pricing for The Team Development Essentials + Practitioner Bundle:

One-time Payment	\$4,997	Register Now
12-month Payment Plan	\$427 <i>per month</i>	Register Now