

THE PROGRAMME: TEAM COACHING PRACTITIONER PROGRAMME

FUNDAMENTALS

- Introduction to the concept: a historical and theoretical perspective
- The purpose of team coaching
- How teams evolve
- Models of team learning
- What helps and hinders team efficacy? The leader-follower relationship.
- What do we mean by a high-performing team?
- Differences between individual coaching and team coaching. Identifying team strengths and weaknesses.
- Key steps in the team coaching process-contracting, scoping, developing the team's capacity to coach itself

TECHNIQUES & APPROACHES

- Team coaching session dialogue: contracting, goal setting, defining the issue, context, redefinition, seeking individual and collective mind shift, alternative ways forward, decisions, recontracting
- Competencies of a team coach
- Behaviors of teams and team members. How to recognize and analyze team dysfunction
- Principles of group dynamics
- Team identity
- Establishing and working with team purpose
- Surfacing and managing conflicting agendas. Techniques for managing team conflict
- Communication and networking
- Techniques to clarify and build alignment with team goals
- Managing team motivation, temporal issues, creativity

APPLYING TEAM COACHING IN THE REAL

- Raising the quality of team decision-making
- Improving team processes
- Aligning individual and collective development within a Team Development Plan

YOUR CONTINUOUS DEVELOPMENT AS A TEAM COACH

- Ethical issues in team coaching
- Your personal development team coach plan as a team coach
- Developing your team coaching business