

# International Systemic Team Coaching® Certificate



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 **AOEC**  
ACADEMY OF EXECUTIVE COACHING



# International Systemic Team Coaching® Certificate

Systemic Team Coaching® is for individual coaches and organisational consultants seeking to develop a comprehensive team coaching perspective.

Now more than ever, organisations are looking at how to motivate and manage their teams in a period of change and uncertainty.

The time is ripe in the coaching market to differentiate Systemic Team Coaching® from other forms of team or group development and to extend the definition and body of theory and practice of Team Coaching.

## **A unique opportunity for you to...**

- Gain an understanding of the AoEC & Renewal Associate theory and practice of Systemic Team Coaching®
- Learn the STC® Process through which the coach contracts with the client system, builds deep awareness of the team's needs, shapes, designs and undertakes the coaching work, and facilitates learning reviews
- Understand the distinction between groups and teams and how Systemic Team Coaching® differs from other forms of team development
- Explore the implications of team coaching for the coaching contract, especially confidentiality, where the team is the boundary not the individual
- Gain exposure to models that explore the nature of group functioning and experience them live in the room
- Focus on Self as an Instrument – utilising physical senses, rational, intuition and body-sense as the 'data collector' and sense maker

- Gain insight into the depth of learning and practice that happens on the full 1-year Master Practitioner Diploma Programme
- Learn how to utilise the Team Connect 360 diagnostic instrument for use with client teams in Step 2 of the STC® process – Inquiry/ Re-Contracting

## **Learn the Hawkins' 5 Disciplines Model of team coaching:**

- Commissioning
- Clarifying
- Co-Creating
- Communicating
- Core learning

## **The AoEC and Renewal Associates Team Coaching Approach:**

Team Coaching is the next big step in the evolution of the coaching profession. But, what is it and how is it different from coaching individual team members, team facilitation; team building; team development or action learning sets?

Peter Hawkins of Renewal Associates in partnership with John Leary-Joyce of AoEC created an integrative model of Systemic Team Coaching®.

In this workshop, the Faculty will guide you through this complex, systemic approach that demands a much wider range of competencies than individual coaching and traditional team facilitation and development.



A key component of our approach is seeing the Team and indeed the Team's purpose, as the client and viewing individual members - including the leader - as a subset of that client system. This makes contracting for confidentiality an interesting, delicate and controversial subject.

Stakeholder engagement, internally and externally as well as attention to the wider environmental context adds to the richness and complexity. Coaching at this level, we believe is the hallmark of highly effective team coaching.

### **Structure of the workshop:**

Prior to the workshop we will refer you to online and written resources, so you have some basis for engaging with the STC processes if you have not encountered these previously. Over the three day workshop the Faculty will build on this work to:

- Provide rich didactic context in which we discuss and debate different aspects of systemic team work and team coaching
- Use a business simulation to evoke the experiences of both coaching a team and experiencing being coached, and applying the diagnostic TC360 Report
- Take you through an experience of sculpting and interpersonal exercises to understand team relationship
- Guide you in a peer supervision group to apply the model and methods of the Hawkins' 5 Disciplines to a team you are working in/with
- Work with our own large group process as a way of engaging live with the interpersonal dynamics and psychological models

### **Team Connect 360 (TC360) Diagnostic Instrument:**

Peter Hawkins has taken his 20 years of extensive research and development in high performing teams and together with the AoEC created an on-line team diagnostic instrument called the 'Team Connect 360' based on his 5 Disciplines model. On the programme you will experience the instrument and learn how it can be used.

On successfully completing the programme you will become a licenced user and so have the option of using this instrument with your professional clients.

### **Ongoing Supervision Support**

Having completed this programme you may use your learning with future team assignments. Metaco can support your work with STC® Individual or Group Supervision. **For details please contact [Laverne Janikram](#).**

### **Please note:**

Team Coaching is now differentiated from other forms of team or group development, as the definition and body of theory and practice of Team Coaching is maturing.

STC® is a complex process and you do need to be a competent facilitator and coach before applying this material directly. You will be able to integrate the thinking and some of the practice into your coaching, consulting, or team leadership work but only on completing the Master Practitioner Diploma programme will you become a fully competent Systemic Team Coach®.

# Booking Procedure:

**Dates:** 6 – 8 March 2019 **OR** 8 – 10 May 2019

**Times:** 08:30 - 17:00 Daily

**Fees:** R22, 685.00 - Full payment is required to secure your place  
VAT is applicable

To talk through the details of our programmes and how we can help you, please contact  
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"Leadership is becoming less about being the smartest person in the room and much more about how we collaborate, work with diverse stakeholders, inspire and bring the best out of others. being more inclusive and collaborative. It's about developing our ability to be curious; our ability to explore new approaches, new perspectives, engage different stakeholders and view points, and empathise with diverse perspectives."

Henley Business School (2016). Global Research Report.