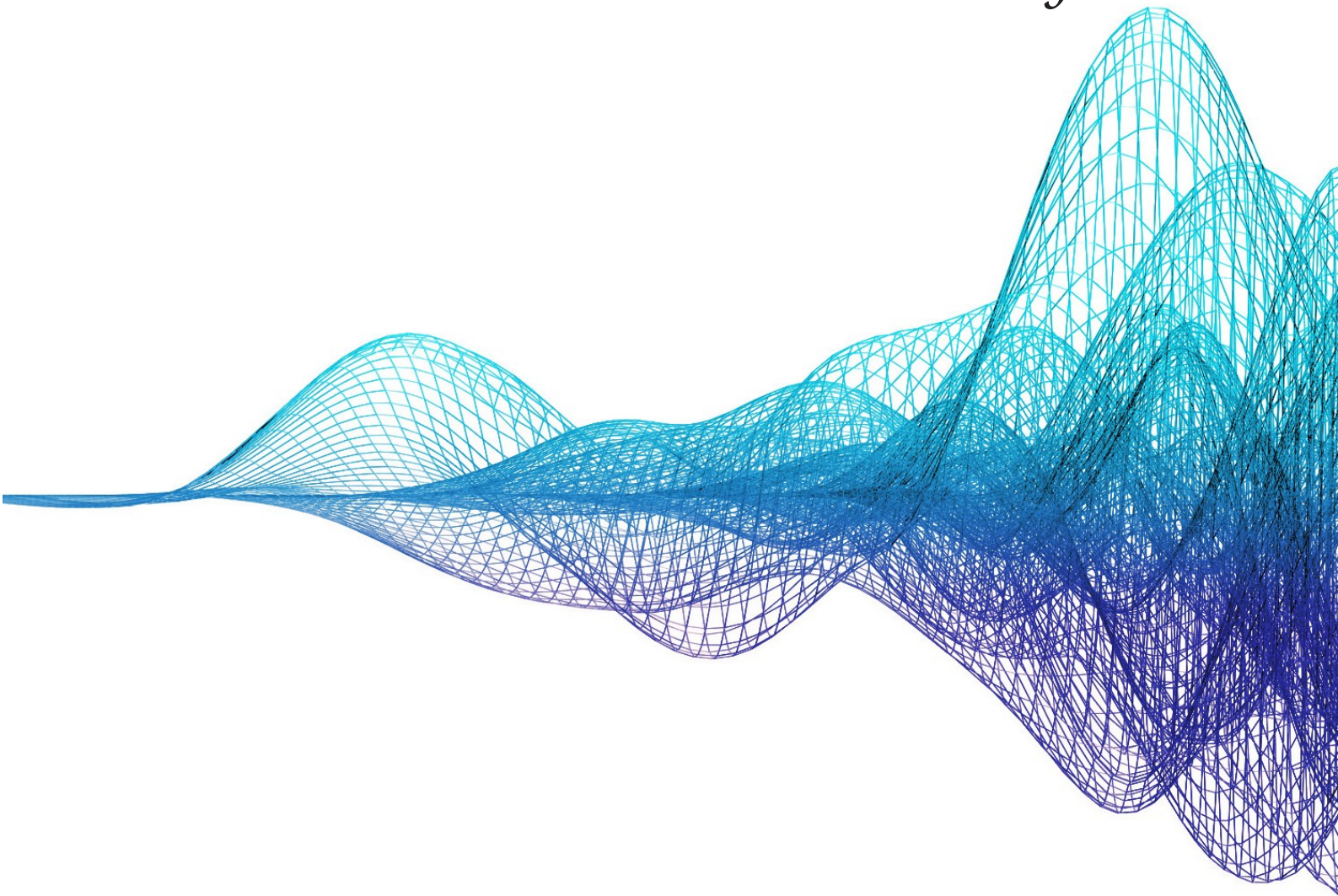


YOUR INVITATION | MODULE 1 |

# *Alchemy of Team Coaching* FOUNDATION

*with David Clutterbuck & Tammy Turner*



**In-Person 3 days**

24 – 26 March 2021

Contingency – virtual 3 hours  
every Tues & Wed for 3 weeks

# Module 1: Practitioner

## THE EMERGING EDGE FOR ORGANISATIONS

*“76% of organisations can expect an increase in team coaching to affect them over the next two years”*

– 6TH RIDLER REPORT, 2016

### ARE YOU READY TO MEET THIS GROWING DEMAND?

Team coaching is an eclectic field that integrates aspects of other disciplines and theories including systems thinking, behavioural science, psychology, psycho-dynamic analysis, systems theory, organisation behaviour, and organisational culture. It could be described as Organisational Development fuelled by coaching skills with a strong systems approach.

Research suggests that while team coaching currently represents 9% of overall coaching delivered, it is this type of coaching predicted to grow the most over the coming two years. While one-to-one coaching can be a very powerful way of improving an individuals' performance, team coaching

offers more collective benefits which can have an extremely positive effect upon an entire organisation.

### This ICF-approved (40.5 CCEs) and EMCC Practitioner program is

suggested for people with a solid foundation of experience and expertise in one-to-one coaching, who want to add team coaching to their portfolio. It aims to ensure they are competent and confident in extending coaching approaches to helping teams become more effective and eventually develop the capability to coach themselves.

The context of the program is organisational teams, with particular emphasis on executive teams and project teams, although the tools, techniques and theory also apply to other teams.

#### 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

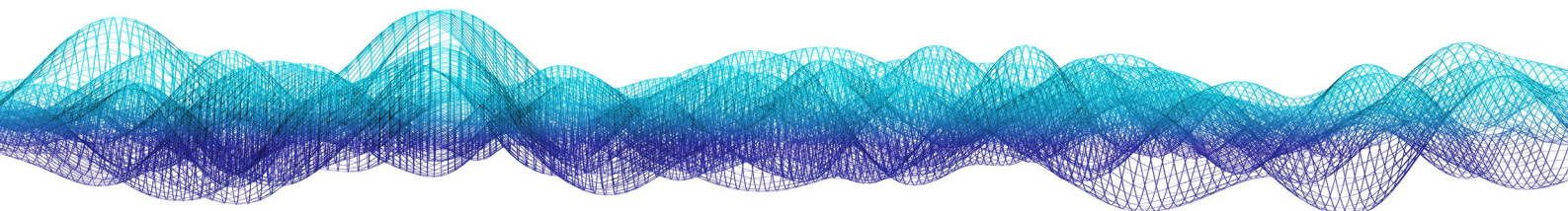
- Team coaching session dialogue: contracting, goal setting, defining the issue, context, redefinition, seeking individual and collective mindshift, alternative ways forward, decisions, recontracting
- Competencies of a team coach
- Behaviours of teams and team members. How to recognise and analyse team 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 plan as a team coach
- Developing your team coaching business





## | Facilitators |



### **PROFESSOR DAVID CLUTTERBUCK**

As Co-Founder of the European Mentoring & Coaching Council, visiting professor of coaching and mentoring at three universities and author of over 70 books, David is at the forefront of team coach training. His book, *Coaching the Team at Work* stimulated the global movement for evidence-based team coaching nearly a decade ago. He was the lead editor of the team producing the first *Practitioner's Handbook of Team Coaching*. David demonstrates a high level of cultural sensitivity, which enables him to work in a wide range of cultures and contexts.



### **TAMMY TURNER**

Affectionately referred to as a 'coaches' coach' Tammy Turner works with internal and external coaches and HR professionals, helping them develop their capacity to 'be with and for' the client and consider the broader system. As a professional coaching supervisor and she mentor generously shares her wisdom and real-world experience appealing to novice and experienced practitioners alike. As a visionary in the coaching industry, she has authored books and articles on team coaching, coaching supervision and multicultural coaching.



## | EVENT DETAILS |

### **REGISTRATIONS:**

[www.turnerinternational/programs](http://www.turnerinternational/programs)

### **COURSE FEE:**

A\$3,630 inc GST full price

A\$3,267 inc GST early bird

(ends 30 January 2021)

### **COURSE DETAILS:**

Times: 9.00Am - 5.00pm (Sydney)

Dates: Tuesday 24th to Thursday 26th March 2021

Our intention is to deliver this program live and in-person over 3 days. Your enrolment is your commitment to learning and if by unforeseen circumstances the learning context needs to shift to online, we have the following back up plan:

Virtually every Tues & Wed for 3 weeks, 23 & 24, 30 - 31 March and 6 - 7 April between 4.00pm - 7.00pm pm (Sydney time)

### **MORE INFORMATION:**

Kym Connelly

[hello@turnerinternational](mailto:hello@turnerinternational)

+61 405 127 008

### **IMPORTANT NOTES ON PAYMENT AND CANCELLATION POLICY:**

Payment in full is required on registration. Cancellation will incur an administration fee of A\$250 and a fee according to this schedule:

a) A full refund (minus the Admin fee) will be given if cancelled ten weeks or more before the scheduled event.

b) A 50% refund (minus the Admin fee) will be given if cancelled between nine weeks and six weeks before the scheduled event.

c) No refund will apply if cancelled within six weeks of the scheduled event unless a medical or other certificate supporting non-attendance is provided.

