

## EMCC Individual Team Coach Accreditation (ITCA)

### Twelve professional core standards:

1. Multi-stakeholder contracting and relationship management
2. Multi-stakeholder diagnostics
3. Evidence-based methods of team effectiveness
4. Systems thinking and group dynamics
5. Team coaching models and approaches
6. Managing the team coaching process
7. Experimentation and adaptability
8. Partnering with other coaches and facilitators
9. Developing your own team coaching practice
10. Supervision and reflective practice
11. Understanding self and self-development
12. Self-care and resilience



## Twelve professional core standards:

### 1. Multi-stakeholder contracting and relationship management

Identifies, establishes and maintains alignment on purpose, outcomes, roles and confidentiality with client, including team leaders, team members, sponsors and key team stakeholders.

### 2. Multi-stakeholder diagnostics

Develops and implements a team diagnostic that includes input from key team stakeholders in order to generate a systems understanding of how the team is currently performing.

### 3. Evidence-based methods of team effectiveness

Understands and applies an evidence-based model of team effectiveness at both diagnostic and intervention phases of the team coaching engagement

### 4. Systems thinking and group dynamics

Understands models and thinking on group dynamics and the impact of systems on behaviour and appropriately intervenes to highlight and raise curiosity within the team about such dynamics and behaviours and their impact on the team's performance

### 5. Team coaching models and approaches

Develops and implements an appropriate team coaching model that facilitates and focuses the team coaching process throughout the engagement and includes contracting, diagnostics, interventions and evaluation.

### 6. Managing the team coaching process

Identifies and manages risks and issues, making timely adjustments to the team coaching process as appropriate.

### 7. Experimentation and adaptability

Demonstrates the awareness and ability to work in the here and now with team and to adapt and experiment in order to support the team to maximise awareness and insight.

#### 8. Partnering with other coaches and facilitators

Demonstrates an awareness of the benefits of partnering with other team coaches and/or team facilitators and/or 1 to 1 coaches, in service of the teams collective and individual coaching needs, and where relevant, establishes and maintains an appropriate strategy for such partnership that includes clarity on confidentiality, roles and responsibilities and alignment.

#### 9. Developing your own team coaching practice

Develops and implements their own signature team coaching presence, and demonstrates continual development and refining of their practice.

#### 10. Supervision and reflective practice

Develops and implements an appropriate team coaching focused supervision and reflective practice plan for own development.

#### 11. Understanding self and self-development

Invests in continuing professional development (CPD) and supervision, developing and improving the standard of their practice and maintain the reputation of the profession.

#### 12. Self-care and resilience

Develops and implements an appropriate process to maintain resilience and self-care and the active management of one's own needs.