

## SESSION PREPARATION GUIDE: SENIOR PRACTITIONER PART 2

This short guide aims to support you in preparing for each Senior Practitioner session. There are a number of resources and reflections to help you feel prepared and to raise the level of contributions. Please **do not feel** obligated to complete everything and **do feel free** to go deeper into areas that interest or challenge you.

As this is a highly experiential learning experience there is a strong emphasis on reflective practice designed to fuel our learning conversations with richness.

### Session 1: Introductions, Review, Virtual Team Coaching Experience, Reflective Practice & Working within a Complex Adaptive System

1. Complete your revision of the Practitioner (Module 1) and Senior Practitioner (Module 2) as per the assignment: Preparing for Senior Practitioner Part 2 (refer to the student hub under the pre-work tab, step 3)
2. Reflect on your experience with virtual team coaching focusing on your experience, best practices, and challenges.
3. Come with one tip for effective Virtual Team Coaching
4. Reflect on your awareness of and experience with Complex Adaptive Systems in your team coaching
5. Bring your questions

### Session 2: Conflict and Reflexivity and Presence

1. Read any articles from the resources provided or your own research that interest you
2. Reflect on your own relationship with conflict
3. Recall a recent experience with a situation where there was conflict
  - a. Use this real situation to explore your own assumptions, biases, practices, feelings in the body, emotions and patterns
  - b. Consider how this shows up with clients and with your team coaching partner
  - c. Reflect on where you are in relation to the conflict?
    - i. Inside it?
    - ii. Outside it?
    - iii. In the middle of it as an intermediary or as a participant?
    - iv. Back turned to it?
    - v. Instigator
    - vi. Pacifier/Conciliator
    - vii. Agitator
  - d. Be prepared to share your reflections with others, as appropriate

### **Session 3: Practicum 1 The Team Development Plan**

1. Complete the Team Development Plan as provided in the student portal
  - a. Ultimately, this would be co-created with the team you are coaching.
  - a. Complete this form from the perspective of a team coach. What would these elements look like for a team you are working with?

### **Session 4: Self Care and Resilience & Diversity and Inclusion**

1. Reflections
  - a. Self care and resilience
  - b. Reflection: How do you manage your self care before, during and after a team coaching session/engagement?
  - c. Diversity and Inclusion
    - i. How do you step outside your biases when you are team coaching?
    - ii. Culture, Gender, Us Them, Ethnolinguistic, Cognitive, Age, Etc.
    - iii. Resources
      1. [ICF Statement on Diversity and Inclusion](#)
      2. [EMCC Diversity and Inclusion Declaration](#)

### **Session 5: Practicum 2**

1. We will work with topics from your case studies

### **Session 6: Ethics and Coaching toward a learning team**

1. Reflections
2. Ethics:
  - a. Reflection: What are ethical scenarios that you are sensitive to? How do you get triggered when there is a conflict between the scenario and your values?
  - b. How does this "show up" in team coaching?
3. Coaching teams to become learning teams
  - a. Reflection: What are your strengths in helping teams to develop a learning culture?