



Team Coaching Global Certificate Syllabus

## Course Syllabus

***This syllabus introduces you to the goals of the course and how we will be working together. Please read it carefully and contact us if you need further clarification.***

### Course Information

- **Course Title:** Team Coaching Global Certificate
- **ICF CCEUs:** 39 (30 CC & 9 RD)
- **Course Prerequisites:** Students must fulfil one of the following criteria:
  - ✓ Professional coaches who are holding a credential from the ICF, the EMCC, or other professional coaching bodies.
  - ✓ Graduates of ACTP programs (CPC and CCPC coaches)
- **Fees:** The Team Coaching Global Certificate uses a global pricing policy and tailors your cost to the economy of your country. Using geolocation technology, the TCGA website adjusts the cost of your training based on your location and your user information. The training cost is based on a United States cost of \$2595 per participant and may adjust down based your country. Additional discounts may be made available on a limited basis.

### TCGA Information:

- **Instructors:** Jonathan Reitz MCC, ACTC, Karl Van Hoey MCC, ACTC, and Katerina Kanelidou MCC, ACTC
- **Email:** [hello@teamcoaching.global](mailto:hello@teamcoaching.global)
- **Website:** <https://teamcoaching.global>

### Course Description

Online interactive team coaching training program led by Team Coaching experts: Jonathan Reitz MCC, ACTC, Karl Van Hoey MCC, ACTC, and Katerina Kanelidou MCC, ACTC. This is a highly experiential program that is ideal for:

- ✓ team coaches who want to align their practice with the new ICF Team Coaching Competency Model in a masterful level
- ✓ coaches who want to start coaching teams and need to build their competence and expertise in the Team Coaching practice

Graduates of the program receive their Certificate in Team Coaching. The program offers 39 CCEUs (30.0 in CC and 9.0 in RD). The ICF Continuing Coach Education application was filed for this program in early December 2020 and approved in January 2021.



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Completing this program is designed to align with the expected requirements for the ICF's recently announced Team Coaching Specialty Designation.

The TCGA Team will support you as you develop your experience. You may be invited to further training or preparation when the final requirements for the Team Coaching Specialty Designation are announced. This is expected in the 4<sup>th</sup> Quarter of 2022.

### Purpose

To demystify team coaching and help professional coaches practice Team Coaching confidently and masterfully.

### Objectives

1. Develop in depth knowledge of the ICF Team Coaching Competency Model
2. Grow an ability to skillfully apply the ICF Team Coaching Competency Model in different scenarios, contexts and approaches.
3. Design a personal model/approach to Team Coaching

### Learning Outcomes

By the end of the program, participants will:

- Demonstrate a deep understanding of the TC competencies
- Expand their coaching practice working with Teams
- Apply the TC competencies when working with teams as a coach (regardless of the model, context or frameworks you work with)
- Prepare for ICF exam for TC credential, when announced and implemented.
- Create a TC model that reflects their unique process and/or style as a team coach
- Become equipped to deliver next level team coaching experiences
- Expand their toolkit of activities, exercises and other resources when coaching a team
- Respond to different Team Coaching situations creatively and effectively
- Master meaningful conversations and experiences within a Team that lead to team coaching transformation and business/organization objectives/needs.

### Training Approach

The Team Coaching Global Certificate is offered fully online so that it fits in your life and your career. The approach is experiential and interactive, aligned with the best practices of adult learning.



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### Duration - Structure

The program's duration is 15 weeks. The classes are live on zoom and are offered weekly in two-hour sessions. There are reflection expectations for each session, and the program culminates with the development of a student's team coaching model.

The course content is arranged chronologically and employs a modular design. Each week, students should complete the assignment listed in that week's lesson module.

Due dates for each week's assignment will be listed within the module itself. The assignments are posted or uploaded at a dedicated private forum. These assignments may direct students to use many of the competencies and tools contained in each module and share reflections.

### Modules:

#### A. Introduction

- Definition of team coaching
- Team coaching vs. 101 coaching vs. Group coaching
- History of Team Coaching
- Difference with other team development modalities

#### B. Team coaching competencies - ICF team coaching competency model

- Ethics of team coaching
- Team coaching mindset
- Team dynamics
- Agreements / Contracting
- Creating a safe environment. Trust and Safety
- The art of co-coaching (how/when/why)
- Transformational team presence
- Mindfulness - Neurophysiology
- Listening
- Empathy in team environment
- Creating awareness.
- Powerful questions
- Facilitating team growth
- Team vision - Purpose - Values
- Diversity - Cross cultural competency

#### C. Frameworks

- ✓ The 4 levels of engagement
- ✓ Ego and soul partnership
- ✓ Exploring the maturity of the team (the 4 stages)
- ✓ Exploring the levels of (dys)functioning (Lencioni)
- ✓ Exploring the phase of transition the team is in (William Bridges)



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- ✓ Neil's Wheel
- ✓ Drama triangle / winners triangle
- ✓ The 3 wisdoms of the "we"
- ✓ The deep simple
- ✓ Coaching without content: the space in between

### D. Integration

- My team coaching identity
- Create your team coaching model

### Participation Expectations

The expectation is that the students are present at 100% of the classes. A minimum 90% attendance makes for the best experience. In case a student misses a live class, the recording of that class will be available for that student to watch and reply to a reflection questionnaire in order to cover that class.

For the Integration part of the program, the goal is for participants to integrate the learning and practice and become clear on their own identity as team coaches and their unique approach that is aligned with the ICF team coaching competencies

### Graduation requirements

1. Attend 90-100% of the classes. In case of missing a live class, the student is given the opportunity to cover it. (see "participation expectations")
2. Completion of assignments: Ongoing reflection on a forum about each one of the competencies and their application
3. Submit a paper with own team coaching model/approach
4. Self-assessment, in the form of an online test, at the end of the program

For questions, please contact [hello@teamcoaching.global](mailto:hello@teamcoaching.global)