

# TEAM COACH TRAINING

## Programme Comparisons

### Systemic Team Coaching Certificate (STCC)



### Team Coaching Fundamentals (TCF)

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Summary</b>                            | This 3-day accredited programme provides a very practical, experiential and focused introduction to a key proven, established and systemic team coaching framework (Hawkins 5 Disciplines model). It appeals to multiple learning styles, is fast paced and requires some additional pre-work.                                                                                                        | This 3-day accredited programme is a holistic overview of the field, encouraging participants to define what is useful to them. It appeals to multiple learning styles and has a blended, evenly paced style.                                                                                      |
| <b>Format</b>                             | <b>3 full day programme face to face.</b><br>Alternatively, during the pandemic, a virtual 6-module programme is available consisting of: <ul style="list-style-type: none"> <li>• Video and reading pre-work</li> <li>• 1 x 2 hour tutorial webinar</li> <li>• 3 full day virtual programme</li> <li>• 1 x 2 hour consolidation tutorial</li> </ul> Can be delivered as open programmes or in-house. | <b>3 day programme</b><br>Programme can be run virtually or face to face. Can be delivered as open programmes or in-house.                                                                                                                                                                         |
| <b>Core input</b>                         | Structured around the Hawkins 5 Disciplines Model of High Performing Teams with theory, models, tools and techniques blended into experiential/practical activity.                                                                                                                                                                                                                                    | Structured around the AoEC Team Coaching Competencies, with time spent on each competency for theory, models, discussions and coaching practice.                                                                                                                                                   |
| <b>Additional inputs</b>                  | Gain accreditation for the TC360 team assessment tool.<br>Experience the SIDER process in structuring a simulated team coaching programme.                                                                                                                                                                                                                                                            | Learn the SIDER process for structuring a team coaching programme.                                                                                                                                                                                                                                 |
| <b>Programme style</b>                    | The programme is structured around a role-played business simulation with a strong emphasis on practical experimentation with feedback and reflective learning in the moment in the context of a stimulating, fast-moving and very practical agenda.                                                                                                                                                  | The programme is designed in the 'AoEC style' of coach training, blending coaching practice in a simulation with a variety of models and theoretical input, as well as opportunities to discuss the theory, carry out exercises in small groups and reflect on learning in pairs.                  |
| <b>Practical elements</b>                 | Provides opportunities to experiment, practice and experience team coaching in a simulation from multiple viewpoints (part of a coaching pair, role play team member and observer) with feedback from the facilitators and the cohort.                                                                                                                                                                | Blends opportunities to practice team coaching in coaching pairs in a simulation (with feedback from the facilitators and the cohort) with a blend of creative exercises, group work and reflection in pairs.                                                                                      |
| <b>Summary outcome</b>                    | Provides an introductory experience of the Systemic Team Coaching concepts and frameworks developed by AoEC in partnership with Prof. Peter Hawkins.<br>Accreditation to use the TC360 team assessment tool.<br>It also is a pre-requisite for the STC Diploma, doubling as Module 1.                                                                                                                 | Provides a thorough foundation in the core concepts of team coaching, with a blend of theory and input from a variety of sources.<br>After this programme, people may choose to deepen their learning in the more specialist systemic approach covered in the STC Certificate.                     |
| <b>Suitable for?</b>                      | People who have an understanding of coaching skills and some knowledge or experience of team development and models of team performance – gained either through coaching, training, consulting, facilitating, HR/OD roles or leading teams.<br>The very fast pace and intensity is suited to people who learn best through action.                                                                    | People who have undertaken coach training but may or may not already have some experience of supporting team development. With its 'AoEC style', it will be a familiar format for those who have previously attended the Practitioner Diploma in Executive Coaching programme.                     |
| <b>Accreditation</b>                      | The Systemic Team Coaching Certificate is accredited with the International Coaching Federation (ICF) for 19 CCEUs (Continuing Coach Education Units) - 16 Core Competencies and 3 Resource Development.                                                                                                         | The Team Coaching Fundamentals Certificate is accredited with the International Coaching Federation (ICF) for 18 CCEUs (Continuing Coach Education Units) - 11 Core Competencies and 7 Resource Development.  |
| <b>What will you be able to do after?</b> | Participation enables you to be more confident in the use of STC concepts and frameworks in your interactions with teams. It also doubles as Module 1 for the Diploma - which is necessary to be an AoEC accredited Systemic Team Coach.                                                                                                                                                              | Participation aims to develop your confidence and competence, drawing on your existing coaching skills and providing experience in and knowledge of the other competencies needed to effectively coach teams.                                                                                      |