

# International Systemic Team Coaching Certificate

3 Day Programme with Alan Taylor and Cristian Tudoran

Team Coaching is for individual coaches and organisational consultants seeking to develop a team coaching perspective. Now more than ever, organisations are looking at how to motivate and manage their teams in a period of change and uncertainty. The time is ripe in the coaching market to differentiate Team Coaching from other forms of team or group development and to extend the definition and body of theory and practice of Team Coaching.

## A unique opportunity for you to...

- Gain an understanding of the AoEC theory and practice of Systemic Team Coaching.
- Learn about the inherently complex nature of Team Coaching in a Systemic Context.
- Adopt a working definition of Teams and Team Coaching that you can test and utilise.
- Review groups Vs teams distinctions and about how team coaching differs from other forms of team work.
- Learn the Hawkins 5 Disciplines Model of team coaching 1)Commissioning, 2)Clarifying, 3)Co-Creating, 4)Communicating, 5)Core learning.
- Identify specific competencies to practice as a competent Team Coach that relate to each of the 5 Disciplines.
- Study the implications of the coaching contract especially confidentially where the group is the boundary not the individual.
- Examine a 360 Team Profile instrument.
- Gain exposure to psychological lens's or models to look at group functioning – Gestalt, Psychodynamics, TA, CBC.
- Focus on Self as Instrument – utilising physical senses, rational, intuition and body-sense as the 'data collector' and sense maker.
- Have an insight into the depth of learning and practice that happens on the full 1 year Senior & Master Practitioner Diploma STC Programme.

## The AoEC Team Coaching Approach

Team Coaching is the next big step in the evolution of the coaching profession. But what it is and how is it different from coaching individual team members, team facilitation; team building; team development or action learning sets.

A key component of our approach is seeing the Team as the Client and viewing individual members – including the leader, as a subset of that client system. This makes contracting for confidentiality an interesting, delicate and controversial subject.

Stakeholder engagement, internally and externally as well as attention to the wider environmental context adds to the richness and complexity. Coaching at this level, we believe is the hallmark of highly effective team coaching.

John Leary-Joyce of AoEC in partnership with Peter Hawkins of Bath Consulting Group created an integrative model of Team Coaching. In this workshop, Alan will outline their complex, systemic approach that demands a much wider range of competencies than individual coaching.



## Booking Procedure

Please fill in  
an application form at:  
[www.aoec.ro](http://www.aoec.ro)

### Dates

1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> November,  
2017

### Times

Day 1 - 9:30 to 17:00  
Day 2 - 9:30 to 17:00  
Day 3 - 9:30 to 17:00

### Fees – Lei 4950 + VAT

**Limited discounted places  
available at Lei 3325 + VAT if  
the payment is done before  
October 5<sup>th</sup>, 2017**

Prices are valid until  
1 EUR = 4.6 RON

## Location

In Bucharest  
(Will be announced one week  
before the event.)

**Dress** - Comfortable, casual  
clothing.

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## Structure of the workshop

Over the three days Alan and Cristian will –

- Provide rich didactic context in which we discuss and debate different aspect of team work and team coaching.
- Use business role-plays and simulations to evoke the experiences of working in/as a team
- Facilitate exploration about the nature of Leadership and Followership both individual and collective through movement exercises.
- Take you through an experience of Sculpting and Constellations.
- Be in a peer supervision group exploring a team you are working in/with using each of the Hawkins 5 Disciplines.
- Work with our own large group process as a way of engaging live with the interpersonal dynamics and psychological models.

## Ongoing Supervision Support

Once you have completed your training with the AoEC we are keen to support your continued development in Team Coaching and provide STC Individual or Group Supervision with a member of the course Faculty. For details please contact Mike Smith.

### Facilitator: Alan Taylor



Alan specialises in working with managers and leadership teams, building both individual and collective capabilities via the application of a systemic coaching focus. Clients experience the benefits of working with a coach who has walked-the-talk, a coach with a unique combination of senior operational management and leadership experience, coupled with a high level of coaching competence and accreditation. Working in the UK and Europe, Alan supports and challenges clients, such that they stretch beyond stakeholder expectations.

### Assistant Facilitator: Cristian Tudoran



Cristian graduated from the MBA Canadian Programme in Romania, Marketing concentration, and Investment Analysis organised by Booz, Allen & Hamilton, Inc. Cristian attended organizational development courses with companies from Japan, Holland, United States, France and United Kingdom. He has an expertise of more than 21 years in organizational development, delivering more than 500 public presentations as a tutor, trainer, and facilitator, in Romania and abroad. Since 2005, as a coach, he has worked with entrepreneurs and organizational top managers (general directors, executives, financial directors, HR managers, and teams). He has delivered more than 80 trainings for teams (team working, team building, team consolidation, and team coaching) since 2001.



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