

International Systemic Team Coaching® Certificate

How to lead thriving, high-
performing teams in today's
complex and highly
networked world



In partnership with



WELCOME TO THE NEW WORLD

...where crisis is the
new normal

In a world of disruptive technology, environmental and political upheaval and constantly changing contexts, a siloed approach to leadership in a systemically connected world, no longer fits. Organisations and leaders need a new approach in the face of old paradigms.

Metaco's systemic focus is on enabling high-performing, networked teams and leaders which are aligned with the needs of their stakeholders and deliver significantly more than the sum of their parts.

International Systemic Team Coaching® Certificate

Metaco has partnered with Renewal Associates and the AoEC to present Systemic Team Coaching; a methodology designed to help organisations and leaders deliver on the strategy of tomorrow.

“Leadership is becoming less and less about being the smartest person in the room and more about how we collaborate, work with diverse stakeholders, inspire and bring out the best in others.

It's about developing our ability to be curious; our ability to explore new approaches, new perspectives, engage different stakeholders and viewpoints, and empathise with diverse perspectives”

~ Dr Peter Hawkins, Professor of Leadership,
Henley Business School UK



Why STCC?

- 1 International certificate accredited by the ICF
- 2 Systemic Approach
- 3 Prerequisite for STC Diploma

IN A WORLD OF EXPONENTIAL CHANGE

What used to work
is now obsolete...

Old leadership paradigms and traditional methods of change management are extinct. New approaches are necessary to meet new challenges.

Systemic Team Certificate accredited by the ICF

Unlike one-off workshops and team-building away-days, team coaching enables teams to identify and resolve their challenges over a programme lasting several months – resulting in deeper learning and more sustainable change. It usually involves coaching the team together as well as one-to-one coaching for individuals.

Through our 'systemic' approach, team members also focus on the various systems in which they operate. Most team coaching focuses exclusively on the team's internal ways of working and relationships; Systemic Team Coaching looks more broadly at the influences outside the team, not just within it.



The three-day Certificate programme provides a thorough introduction to the core concepts in Systemic Team Coaching® and is accredited by the ICF

Learning Outcomes of STCC

- A foundation-level understanding of the core concepts of Systemic Team Coaching theory and practice
- Knowledge of the STC process for structuring a team coaching project
- An understanding of the Hawkins' Five Disciplines model and its application to team coaching
- Experience of live experiments that explore the nature of team and group functioning and how to apply these
- An understanding of the importance of 'Self as Instrument' in the STC role – physical senses, intuition, body as data collector and sense-maker
- A license to use the Team Connect 360 diagnostic and experience of interpreting a TC360 report
- Insight into the one-year Master Practitioner Diploma and completion of the Foundation Module

Introduction to STCC

Systemic Team Coaching® is for individual coaches and organisational consultants seeking to develop a comprehensive 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 Systemic Team Coaching® from other forms of team or group development and to extend the definition and body of theory and practice of Team Coaching.

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

Peter Hawkins of Renewal Associates in partnership with John Leary-Joyce of AoEC created an integrative model of Systemic Team Coaching®. In this workshop, the Faculty will guide you through this complex, systemic approach that demands a much wider range of competencies than individual coaching and traditional team facilitation and development.

Learn the Hawkins' 5 Disciplines Model of team coaching:

- Commissioning
- Clarifying
- Co-Creating
- Communicating
- Core learning

Who should attend this programme?*

- Organisational Development Consultants
- Coaches
- Organisational Development practitioners
- Organisational Development leaders

"Initially I decided to attend the Systemic Team coaching certificate to obtain a skill that we could use in improving team effectiveness. What I got from the certificate was the skill, but more profoundly I walked away with a change in mindset. As an Industrial Psychologist by profession, I was trained to diagnose issues and then develop solutions for business and this is general practice in consulting. The change in perspective is priceless!"

~ Geraldine Welby-Cooke - Head of Talent and OD Comair

*Team Coaching is now differentiated from other forms of team or group development, as the definition and body of theory and practice of Team Coaching is maturing. STC® is a complex process and you do need to be a competent facilitator and coach before applying this material directly. You will be able to integrate the thinking and some of the practice into your coaching, consulting, or team leadership work but only on completing the Master Practitioner Diploma programme will you become a fully competent Systemic Team Coach®.

Structure

Prior to the workshop we will refer you to online and written resources, so you have some basis for engaging with the STC processes if you have not encountered these previously. Over the three-day workshop the Faculty will build on this work to:

- Provide rich didactic context in which we discuss and debate different aspects of systemic team work and team coaching.
- Use a business simulation to evoke the experiences of both coaching a team and experiencing being coached and applying the diagnostic TC360 Report.
- Take you through an experience of sculpting and interpersonal exercises to understand team relationship.
- Guide you in a peer supervision group to apply the model and methods of the Hawkins' 5 Disciplines to a team you are working in/with.
- Work with our own large group process as a way of engaging live with the interpersonal dynamics and psychological models.
- Experience the Team Connect 360 Instrument developed by Prof Peter Hawkins from 20 years of research in conjunction with the AoEC.

On completion participants will become a licensed user of the TEAM CONNECT 360 (TC360) diagnostic instrument for use with clients.

A key component of our approach is seeing the Team and indeed the Team's purpose, 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.

Your Facilitators



BARBARA
WALSH

Director of Metaco



DANNY
TUCKWOOD

Director of Metaco

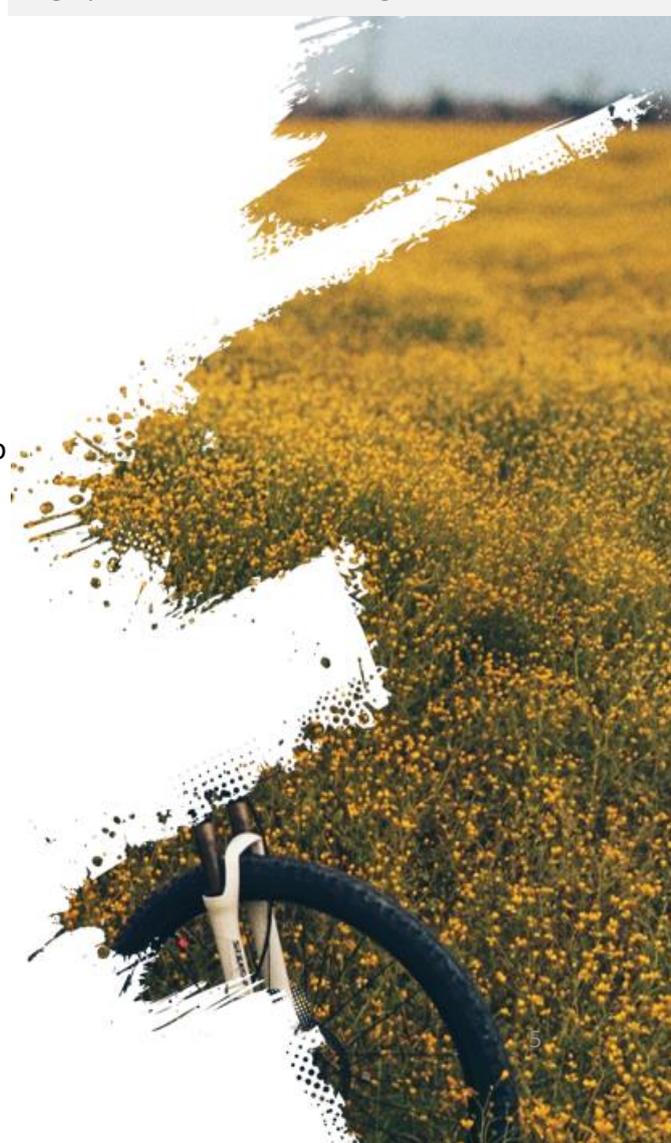
Registration Details



Programme Manager:
Laverne Janikram
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Contact

Dates: 11 – 13 March 2020
Times: 09:00 - 17:00 Daily
Fees: R22,685 plus VAT
Full payment is required to secure your place



MAXIMISING POTENTIAL

Metaco was founded in 2009 by Barbara Walsh and Danny Tuckwood. The company grew rapidly to become a leader in the field of Executive Coaching and Leadership Development. In 2014 they met Professor Peter Hawkins at Henley in the UK and resonated with his approach of developing high performing teams in the midst of their most important work, rather than individual leaders personally, outside of their work context.

Working at the interface between strategy, execution, leadership development and culture optimization, Metaco facilitates leadership team interventions and training worldwide, and uniquely also offer 'Team of Teams' coaching to achieve alignment between Boards and EXCOs, and between operational leadership teams that need to cooperate to achieve their best results.

"Future fit leadership is no longer about the individual's ability to lead, but rather their ability to form relationships as partnerships in service of a clearly articulated and commonly understood purpose."



Reasons to partner with us



International expertise through the only licensed STC/STL Training Institute in Sub-Saharan Africa.



Faculty sit on the Global STC Academic Board comprising international experts and thought leaders.



A strong track record for proven results, and always going the extra mile to deliver extraordinary value.



We work with leading companies worldwide, who want to be at the top of their game - and stay there.



Creating opportunities that transform leadership thinking, deliver value and change lives to create a better, more connected world.



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