

International Systemic Team Coaching Diploma Program North America September 2022— September 2023



Today's leaders, whatever their sector, face tough and complex challenges – financial, political, social, and environmental. No leader can do this alone – to attempt this risks poor decision making, burn out and failure. But collective leadership is hard to do too; building high performing leadership teams requires systemic foresight, skill, emotional intelligence, courage, and discipline.

Our Systemic Team Coaching Diploma Program enables you to coach teams and leaders to build the collective leadership that the world of today and tomorrow needs.

This ICF-accredited program produces some of the most highly qualified, sought after, and effective systemic team coaches in the field today, enabling you to transform the difference that you can make in this complex and demanding world. We invite you to join our growing global community, already over 200 strong.

Unlike solitary leaders, teams can more readily shift cultures and ecosystems thanks to their multiplier effect. Knowing this and how much our world needs high value creating teams, I also knew I needed a 'better' – more impactful – way to help them tap into this potential for catalyzing positive change. This is the gift that the Systemic Team Coaching Master Practitioner program has given me – and keeps on giving to me, my clients and their stakeholders.

My ability to partner with teams as they lift their heads up and engage with the bigger picture/wider system – to connect what needs connecting – has grown in leaps and bounds. I now have a framework and lens that allows me to support teams on the journey toward becoming a real team, not just a team in name. Like most professional coaches, I'm constantly learning and training. This Master Practitioner program has been by far the wisest investment I've made in my coaching business to date.

(2021 STCD North America Graduate)

Our Systemic Team Coaching Diploma Program creates a learning community of experienced coaches, OD consultants, HR business partners and experienced leaders with coaching skills, who want to develop and expand their team coaching competence and practice.

Our Faculty have combined their own experience of senior leadership, systemic team coaching, organizational consulting, executive coaching, supervision, training, group dynamics and psychotherapy to design an experiential program that has, as its foundation principle, the application of Systemic Team Coaching to the benefit of teams, organizations and the world.

With this program you will:

- Gain a clear grounding in the theory and methodology of Systemic Team Coaching.
- Develop the skills to partner with client systems as a confident, impactful, agile Systemic Team Coach.
- Gain deep personal understanding of yourself in your roles as a team coach, team leader and member.
- Develop clarity about how further to build your expertise and impact in this rapidly growing field of coaching.
- Create and refine your own unique approach to Systemic Team Coaching and produce materials to market your services.
- Become licensed to deliver the Team Connect 360 – our unique online team diagnostic.
- Co-create a learning community and network to support your practice.

The STC program really transformed how I approach coaching, both for teams and individual executive coaching. What I learned has reinvigorated my coaching practice in many ways. The calibre of faculty is world-class, and I learned with some of the most astute coaches I have met in my 20 years of practice. This is a very rigorous program but the most powerful since becoming certified two decades ago.

(2021 STCD North America Graduate)

While it might seem a little dramatic to suggest this program is life-changing, it is certainly at the very least, paradigm-shifting and 'transformative'. A magic combination of compelling theory, reflective practice, cohort learning groups, applied learning with a real team, and the wisdom of mentors and supervisors yield an exceptional learning experience in which 'quality fails' are encouraged and supported. For me it was a 12 month experience that reconnected what had been disconnected in the very heart of my work as a facilitator, coach, and consultant and has influenced even my 1:1 coaching systemically.

(2021 North America Graduate)



We engage you in 10 Interconnected Learning Modalities:

1. Face to face and online teaching and discussion on the practice of Systemic Team Coaching and the research and theory that underpins it.
2. Experiential skills practice, face to face and virtual, with peers in the program.
3. Live team coaching experience with your external organizational team client. Includes use of one Team Connect 360 diagnostic tool.
4. Large group experience and collective learning.
5. Between workshop learning group meetings and supervision, with support from Faculty.
6. Personal development as a reflective participant in the program.
7. 4 individual tutorials to address theoretical, practitioner and personal development needs.
8. 4-6 supervision sessions (with Faculty, additional cost).
9. Writing and submission of a case study on your client work, of your personal Systemic Team Coaching model, and of your marketing statement.
10. Final assessment with feedback during a 90 minute viva.

Program format

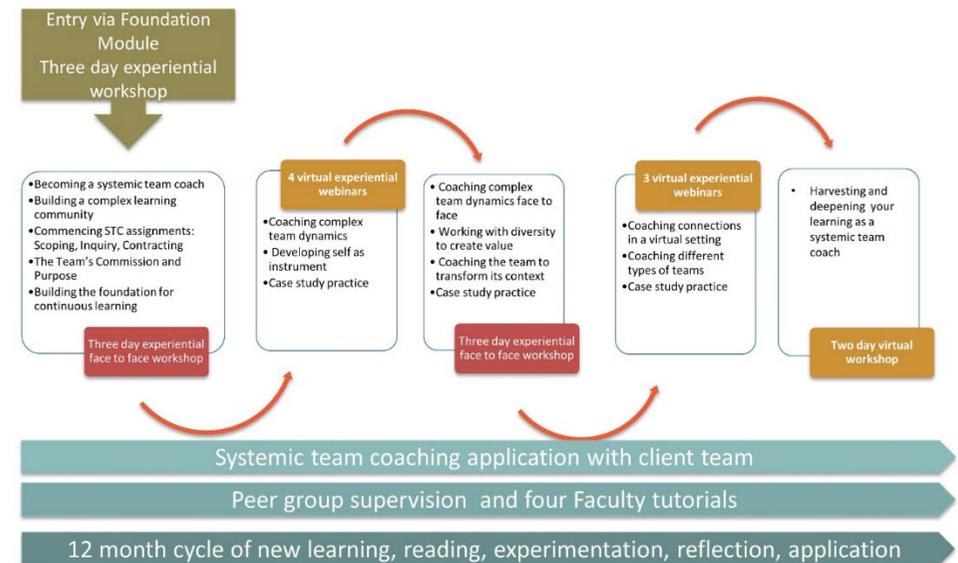
Entry to the program is via the three day STC Certificate, or GTCI Practitioner Program. These prerequisites introduce you to the key principles and approaches of our Systemic Team Coaching approach using Peter Hawkins' Five Disciplines of Systemic Team Coaching.

The Systemic Team Coaching Diploma Program can be entered at any time after participation in the STC Certificate or the GTCI Practitioner Program. It comprises a blend of face-to-face and online learning, totalling 11 days over a 12 month period. You will need to source your own team coaching client so that you can apply your learning to a real team as you experience this program. The diploma program comprises:

- Two 3 day experiential modules at a North American venue.
- Seven virtual webinars / live demonstrations.

- One 2 day learning summit, in which you present your learning to date on your systemic thinking, being and doing, and receive robust challenge and support to further your development.
- Four tutorials with Faculty to focus on your personal learning and to help support the development of your unique differentiated approach to systemic team coaching and your progress to graduation.
- Monthly supervision and learning groups to support your personal systemic team coaching client work.
- Your submission of two papers: one on your team coaching case study and the other, your signature approach, plus a short statement of how you will market yourself as a systemic team coach after the program.

An integrated one year program of face to face and virtual experiential learning



Program information

Group Size: Maximum 24 participants.

Qualification and standards: Master Practitioner Diploma in Systemic Team Coaching.

Participant Criteria: Diploma entrants will have successfully completed the Systemic Team Coaching Certificate, or the Global Team Coaching Institute Practitioner Program.

You will also be:

- An experienced individual coach with at least 4 years' practice having completed a training equivalent to PCC (ICF) Practitioner Level (EMCC).

OR

- A consultant with a 10-year career in organizational development or as an HR business partner with extensive coaching experience. You should be able to explain your theoretical framework for coaching individuals and be able to evidence your coaching competency at the Practitioner level.

OR

- A senior / executive manager with at least 10 years personal experience of team leadership and people development. You should be able to explain your approach and/or theoretical framework for people development and be capable of evidencing competency in facilitating groups.

ICF Accreditation: The Systemic Team Coaching Diploma Program provides 121 ACSTH that can be used towards PCC credential with the International Coach Federation (ICF).

The Systemic Team Coaching Diploma Program will build on your substantial existing knowledge and experience of developing people. Through the program you will gain more confidence and experience in working resourcefully with systemic complexity, as you engage with different types and levels of teams in various contexts and environments.



Meet the Faculty



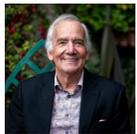
Dr Hilary Lines, Lead Faculty

Dr Hilary Lines, Executive and Team Coach, Supervisor, Touchpoint Leaders, coaches leadership teams in the UK and internationally, and has particular experience in helping senior teams lead transformational change and integrate cultures post-merger. She has co-authored *Touchpoint Leadership: Creating collaborative energy across teams and organizations* (Kogan Page, 2013), which describes her work and philosophy of leadership as relationship.

Hilary has been Lead Faculty in the design and delivery of the Systemic Team Coaching Diploma for the past 11 years.

Hilary was Global Head of Partner & Leadership Development at PwC Consulting and coach to the VP and Board of IBM's EMEA Business Consulting Business before establishing her own Leadership Consulting and Coaching business.

Her doctoral research examined the organizational factors that create bridges and blocks to the integration and development of R&D scientists in industry. She is a Master Practitioner Coach with AoEC and ICF PCC accredited coach.



Professor Peter Hawkins, Lead Faculty

Professor Peter Hawkins, Global thought leader in Systemic Team Coaching, is Chairman of Renewal Associates, is a leading coach, consultant, writer and researcher in leadership, organizational strategy, culture, team, and executive coaching and specialises in managing complex change and development. He has worked with many leading companies throughout the world, co-designing and facilitating major change and organizational transformation projects and developing senior executive teams and boards. He has been a keynote speaker at many international conferences on the learning organization, leadership and Systemic Team Coaching and is Co-Dean of the Global Team Coaching Institute. He is Emeritus Professor of Leadership at Henley Business School, University of Reading.

Currently Peter is Honorary President of both the Association of Professional Executive Coaching and Supervision and the Academy of Executive Coaching. He is author of *Leadership Team Coaching* (Kogan Page, 2011: 4th edition, 2021) and *Leadership Team Coaching in Practice* (Kogan Page, 2014; 3rd edition, 2022) as well as many other books and articles.



Dr Catherine Carr, Lead Faculty

Dr Catherine Carr is a Professional Certified Coach, Master Corporate Executive Coach, Supervisor, Certified Master Team Coach, and Registered Clinical Counsellor with Carr Kline & Associates. She has a doctorate in executive coaching and leadership development and a Masters degree in counselling psychology. In 2012 Catherine won the Goulding Award for the most outstanding professional doctorate for her work on team coaching. She is the co-author of *50 Tips for Terrific Teams!* and *High Performance Team Coaching*, several peer reviewed journal articles, book chapters, and magazine articles on team coaching.

Catherine trains and supervises coaches in Systemic Team Coaching. She is the Head of the Practitioner Program for the Global Team Coaching Institute and the North American lead for the international group, Resilience at Work. Catherine has expertise in public sector coaching, health, pharmaceutical, finance, IT, and environmental organizations. She is grateful to do work that supports people to be well, live well and to meaningfully contribute around them and to our world.

Diploma module dates, fees, and application

You will need to have attended Module 1 STC Certificate program or the Global Team Coaching Institute (GTCl) Practitioner Program before entering the STC Diploma Program.

Additional STC Certificate programs are run throughout the year and internationally—please refer to our website www.renewalassociates.co.uk, for further dates and details.

Systemic Team Coaching Diploma Program outline

<i>Program content</i>	<i>Format</i>	<i>Date</i>
Introduction to program nature, format, and requirements	1 hour webinar 30-minute introductory tutorial	July/Aug 2022
Forming our Learning Community and laying the foundations for value adding STC assignments: - What do future generations need of us as Systemic Team Coaches? Challenging our systemic thinking, being and doing (PH) - Scoping, contracting, inquiry; helping the team clarify purpose and commission - Embracing our development challenges	Experiential face-to-face 3-day module	12-14 Sept
Tutorial 1: Exploring development challenges; how to stretch your systemic thinking, doing and being	On Zoom with lead faculty – 1 hour	Mid - End Oct
Working with complex team dynamics in a virtual setting	Four experiential 3-hour webinars 9-12 am PT/ 12-3 pm ET	17 Oct 17 Nov 19 Dec 26 Jan 2023

<i>Program content</i>	<i>Format</i>	<i>Date</i>
Working with complex dynamics in a face-to-face environment Coaching the team to transform its context Coaching inter-team connections	Experiential face-to-face 3-day module	20 -22 Feb 2023
Coaching the connections in a virtual setting	Two experiential 3-hour webinars	23 March 20 April
Coaching different types of teams and STC evaluation	One experiential 3-hour webinar	18 May
Tutorial 2: Deepening your understanding of your learning	On Zoom with Lead Faculty – 1 hour	June
Harvesting the learning summit	One 2-day virtual module	18-19 Sept
Tutorial 3: Feedback, support, and challenge to meet assessment criteria	On Zoom with Lead Faculty – 1 hour	Oct
Submission deadline		End Jan
Assessment	90-minute virtual viva with international Lead Faculty member	Feb / March 2024

Want to know more? There will be an **Introductory Webinar** offering the opportunity to raise any questions with the Faculty members: **February 21, 2022** from 8.30-9.30am PT/ 11.30am-12.30pm ET/ 4.30-5.30 pm UK time

Pricing

Diploma fees: \$USD 9,950; £GBP 7,510; \$CAD 12,866.

Early-bird applicants booking before April 30, 2022: \$USD 9,200; £GBP 6,944; \$CAD 11,896.

If we have over 12 participants, we will offer a limited number of reduced price bursaries of \$USD 7,500; £GBP 5,660; \$CAD 9,698. This is open to individual practitioners and those working for not-for-profit organizations.

Note: accommodation and travel are not included in this fee.

Places are offered with the requirement to pay a non-refundable deposit of \$USD 1,500; £GBP 1,132; \$CAD 1,940.

You will also need to arrange a minimum of four to six supervision sessions on your team coaching practice with our Faculty supervisors, usually payable by your client (and agreed in your contracting with them) (discounted at \$USD 193; £GBP 146; \$CAN 250.00 per session).

We would appreciate it if you can inform us of your interest in this program by **February 14, 2022.**

Contact Catherine Carr: T: 1-857-3610 or E: admin@catherinecarr.ca

Or visit: www.renewalassociates.co.uk

Virtual Three-day STC Certificate program dates (needed for entry into Diploma Program if you have not already attended STCC):

16-19 May 2022 at 8am- 1pm PT/11am-4pm ET/4pm-9pm UK and **1 June 2022** at 8am-10am PT/11am-1pm ET/4pm-6pm UK.

The Academy of Executive Coaching is also offering STCC virtual programs on these dates:

- **20 April - 4 May 2022 (UK/Live virtual sessions):**
 - Introductory webinar: 20th April - 9.30am to 11.30am UK
 - Theory & Practice: 25th, 27th & 29th April - 9.00am to 5.00pm UK each day
 - 26th and 28th April are non training days
 - Team Review Process: 4th May - 9.00am - 1.00pm UK
- **20 May - 8 June 2022 (UK/Live virtual sessions):**
 - Introductory webinar: 20th May - 9.30am to 11.30am UK
 - Theory & Practice: 23rd, 25th & 27th May - 9.00am to 5.00pm UK
 - 24th and 26th May are non-training days
 - Team Review Process: 8th June - 9.00am - 1.00pm UK
- Both programs are delivered on Zoom. The fee is £1,800+VAT

For further info and contact details for these STCC programs visit:
www.aoec.com/programmes/systemic-team-coaching-certificate/