



Clutterbuck

Coaching & Mentoring
International

Global Best Practice, Local Expertise

TEAM COACHING FOUNDATION LEVEL



01 Team Coaching Foundation level

Course Overview . . .

This intensive, highly practical workshop provides an introduction to team dynamics and teaming. It's ideal for either businesses and individuals who manage teams, HR professionals who want to support team coaching or a professional coach with an evolving practice.

It's the first of three courses within our Team Coaching Programme, leading onto Practitioner level, and Senior Practitioner level. It's the first stage on the journey from coaching individuals to coaching teams, providing a solid foundation and toolkit to help the team, through its leader.

Who is the course for?

Professional Coaches who are looking to expand their skill set outside of 1-2-1 coaching to include or transition to team coaching.

Business Leaders, Line Managers, Team leaders who want to know more about how to coach teams effectively.

HR Leaders and Professionals who want to help deliver a programme to support team coaching through their business.

Facilitators and other trainers / professionals working with teams and looking to expand their toolkit.

What will you gain from course?

- A broad understanding of team dynamics.
- You will learn how and why teams behave as they do.
- How helping the team understand its own systems can have a radical positive impact on how it achieves its goals and purpose.

Is it recognised by Accrediting bodies? Will I be certified at the end?

The programme is accredited by both EMCC and ICF and holds an EMCC European Quality Award (EQA) for all of its coaching & mentoring programmes. Successful candidates will receive:

- A certificate of accreditation from CCMI which you can use to claim 37 hours of CPD and for 20.25 CCE's for ICF members (10.5 Core Competency (CC) and 9.75 Resource Development (RD) units)
- Automatic recommendation for the [Team Coaching Foundation ITCA](#) (Individual Team Coach award) from EMCC Global
- Automatic recommendation for the [European Individual Accreditation EIA](#) (an individual Coach / Mentor level award at Foundation level) from EMCC Global





What is needed to qualify for the course?

- 1 year in a role associated with team development & 1-2-1 coaching/mentoring.
- Practicing 1-2-1 mentor/coach, typically accredited at Foundation level; utilises some team concepts, theories and models to inform practice in their own team or with other team.

Course structure

- Split across shorter virtual sessions or a 3 day face to face programme plus some self organised study.
- Coursework: Reflective Assignment
- Classroom Group Practice & Practical
- Typical course size - 12 to 24 delegates
- Individual & Group Reflection
- Total Commitment Hours: 37 hours (classroom hours, practice within the group, further reading and reflections) of which:
 - 12 hours are workshop days or online equivalent in theories and models
 - 12 hours of skills practice & reflection
 - 14 hours of self study - reading, planning and reflection

Content Includes

Understanding teams & team systems

- Best & worst teams
- PERRIL model of team function & dysfunction
- What helps & hinders teams

Role of the leader in creating a coaching culture

- Benefits of coaching culture
- Building trust in the team
- Systematic talent management

Role of the coach in supporting leaders in creating a coaching culture

- The effective team leader
- Leadership function - the keys to changing team dynamics
- Your Personal Development Plan as a coach or coaching leader



About CCMI Programmes . . .

All CCMI Team Coaching Programmes are recognised by both the major coaching professional bodies, the ICF and EMCC and align with the recently released International Team Coaching Standards.

Our suite of Team Coaching Programmes are the only ones globally to take a complex, adaptive systems approach to team effectiveness. The PERILL model that underpins the programme is the result of more than 30 years of research by Professor David Clutterbuck and colleagues into how to build and sustain high performance in teams.

Professor David Clutterbuck is founder and practice lead for CCMI and one of the original pioneers of coaching and mentoring having introduced supported mentoring to Europe in the early 1980s. Accredited as EMCC Master Practitioner (EIA, ESIA & IPMA), he combines a wealth of research-based knowledge and experience offering a pragmatic, evidence-based approach to coaching, mentoring and talent management.

David is author or co-author of more than 75 books. He is visiting professor in the coaching and mentoring departments of 4 universities - Henley Business School, Oxford Brookes, Sheffield Hallam, York St John as well as visiting lecturer at various international universities.

David's latest recognitions include:

- Recognised in 2018 by the Marshall Goldsmith Foundation as the leading influence on coaching in Europe
- Chartered Institute of Personnel and Development - Distinguished Fellow & Chartered Companion

Next Steps

Please visit: <https://clutterbuck-cmi.com/team-coach-foundation> for more information on:

- Pricing
- In-house course options
- Open course dates
- How to sign up for the course