



Clutterbuck

Coaching & Mentoring
International

Global Best Practice, Local Expertise

TEAM COACHING

SENIOR PRACTITIONER LEVEL



01 Team Coaching Senior Practitioner level

An Action Learning based approach

Course Overview . . .

This intensive, highly practical programme builds on the Foundation and Practitioner programmes to continue coaches' journeys into becoming effective team coaches. It greatly enhances the coach's toolkit and equips them to take the lead in team coaching pairs, confidently working with increasing levels of complexity to help teams strengthen all elements of the PERILL framework.

The emphasis of this programme is upon using participants' current experience of teams they are working with as the basis for developing a broader portfolio of approaches and increasing their confidence in coping with challenging situations.

This is the third of three courses within our Team Coaching Programme, with a strong emphasis on building a unique, evidence-based practice through development of both theory and practice.

Among the unique aspects of this team coach education programme is its firm rooting in Action Learning concepts which we use to support participants in digging deeper and reflecting on how to put them into practice in your role as a team coach.

Programme Summary . . .





Programme Structure

15 Modules arranged into 3 terms, spread across 12 months (including the assignment)
Each term consists of 5 modules (Webinar & Practicum), followed by 8 weeks off for reading and practice.

Each module consists of:

- 2 hour Webinar
- 2 hour Practicum (maximum group size of 24)

As a general guide, you will be expected to commit around 42 hours a month / 9.5 hours a week spread across reading, preparing for and practising with teams, reflections, and some reflective assignments - much of which will be included in your day-to-day role if you are already coaching teams.

You will be required to create some original research and a supporting presentation paper (as a pair) as well as a reflective assignment.

Accreditation:

Successful participants will receive:

- **CCMI certificate** of graduation (501 CPD hours)
- Automatic recommendation for the **EMCC Global Team Coach award** at [Senior Practitioner level \(ITCA\)](#). Uptake is optional.
- Automatic recommendation for the **EMCC Global Individual Coach / Mentor Award** at [Senior Practitioner level \(EIA\)](#). Uptake is optional.
- **ICF Certificate** for the newly launched [Advanced Certificate in Team Coaching](#) ACTC award confirming completion of the Educational & Supervisory requirements needed for ACTC accreditation. You will still need to apply to the ICF & complete the exam, membership & experience requirements.

Team Coaching Senior Practitioner level. . .

What is needed to qualify for the course?

Completion of Team Coaching Practitioner level module or appropriate equivalent.

Practicing 1-2-1 coach, mentor or leader with advanced skills and at least two years' experience working with or leading a team as a team coach.

You'll need at least two teams to practice on during this programme with the expectation of at least 4 sessions per team.

Who are the Faculty?

The Faculty team for this programme are all highly experienced international leaders in the team coaching field - with many of the same Module delivery team and Practicum leaders you will recognise from both CMI & GTCI programmes. David will be leading around 50% of the Modules.

How to apply?

Complete your application form by date March 31st to secure Early Bird Pricing. Once reviewed and if successful, you'll receive payment instructions (cards or bank transfer).



Early Bird Pricing

\$5,500*

(applications to be submitted by **March 31st**
and paid for by April 15th)

\$5,775* total if paid in instalments – initial deposit
of \$1,455 plus \$1440 after each term (due 15th July, 18th
November & 24th March 2024)

Currency Options:
\$5,500 / £4,550 / €5,060 as of 22/01/23. Subject to
currency fluctuations.

APPLY TODAY TO SECURE YOUR SPACE

Standard Pricing

\$5,999*

(applications to be submitted by **April 15th**
and paid for by May 4th)

\$6,299* total if paid in instalments - initial deposit
of \$1,577 plus \$1,574 after each term (due 15th July, 18th
November & 24th March 2024)

Currency Options:
\$5,999 / £4,834 / €5,521 as of 22/01/23. Subject to currency
fluctuations.

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* VAT may be applicable to all UK based individuals or businesses but will not apply to anyone outside of the UK.



Programme Learning Outcomes

- Increased competence and confidence in working with challenging situations and demanding teams.
- Deeper understanding of teams internal and external dynamics, power plays and decision making.
- Advanced toolkit to handle a wide range of complex situations that occur in team coaching and ultimately the ability to transcend the need for tools.

Taught Content

- Making the transition from Practitioner to Senior Practitioner
- Decision-making, diversity and working with conflict
- Team maturity + resilience
- Using drama, constellations and other representative methods to help teams understand their systems
- Team emotional intelligence
- Working with virtual teams + more perspectives on team systems
- The coach as part of the team's systems
- Working with Coachbots and Artificial intelligence
- Strengths based team coaching.
- Working with new teams, project teams and agile teams
- Working with top teams + Innovation and risk + temporal orientation
- Values and ethics
- Teams of teams: engaging with the whole system

Programme Schedule

All sessions will be 2 hours long, delivered virtually on Thursdays at 4-6pmUK/ 11am-1pm ET

Term 1:



- Module 1** Webinar 4 May 2023
Practicum 11 May 2023
- Module 2** Webinar 18 May 2023
Practicum 25 May 2023
- Module 3** Webinar 1 June 2023
Practicum 8 June 2023
- Module 4** Webinar 15 June 2023
Practicum 22 June
- Module 5** Webinar 29 June 2023
Practicum 6 July 2023

Term 2:



- Module 6** Webinar 7 September 2023
Practicum 14 September 2023
- Module 7** Webinar 21 September 2023
Practicum 28 September 2023
- Module 8** Webinar 5 October 2023
Practicum 12 October 2023
- Module 9** Webinar 19 October 23
Practicum 26 October 2023
- Module 10** Webinar 2 November 2023
Practicum 9 November 2023

Term 3:



- Module 11** Webinar 11 January 2024
Practicum 18 January 2024
- Module 12** Webinar 25 January 2024
Practicum 1 February 2024
- Module 13** Webinar 8 February 2024
Practicum 15 February 2024
- Module 14** Webinar 22 February 2024
Practicum 29 February 2024
- Module 15** Webinar 7 March 2024
Practicum 14 March 2024

Programme Overview

Term 1:



Module 1:

Defining the learning journey

Learning Outcomes:

- Consolidation of previous experience and learning
- How Senior Practitioner perspectives differ from Practitioner
- Insight into multiple applications and uses of PERILL model

Module 2:

The life cycle of teams/ working with conflict

Learning Outcomes:

- How to recognise where a team is in its life cycle
- Approaches to team rejuvenation
- How to help a team capture and evolve its shared narrative
- How to divert the energy in negative conflict to more positive purposes

Module 3:

Working with the conscious and subconscious

Learning Outcomes:

- Understanding of “team Gestalt” and its role in team dynamics
- Tools and techniques for recognising and working with subconscious forces in the room
- Coaching groups

Module 4:

Working with team purpose

Learning Outcomes:

- The common challenges at each stage of the team coaching journey
- How to use and adapt PERILL at each stage
- A deeper understanding of the complexities of working with purpose, including situations, where a team is not yet ready to solidify its purpose

Module 5:

Principles of effective research and evidence-gathering

Learning Outcomes:

- How to construct a good case study
- How to design effective research in team coaching
- How to evaluate the quality and relevance of previous research

Term 2:

Module 6:

Emotional intelligence and coaching culture

Learning Outcomes:

- How to assess, work with, and develop collective EI and diversity of individual EI
- How to help a team develop a coaching culture

Module 7:

Planned growth as a team coach

Learning Outcomes:

- What to expect in team coach supervision
- How to be supervised as a team coach pair
- How to help the team develop greater ethical awareness

Module 8:

Working with external systems and processes

Learning Outcomes:

- A deeper dive into complex, adaptive system theory
- A larger toolkit of approaches to stakeholder mapping
- How to help the team see its own pain points in relation to those within the wider system – and hence how to intervene at a systems level

Module 9:

Working with relationships

Learning Outcomes:

- How to support a team in being more emotionally authentic
- How to help a team develop greater skills of dialogue
- How to help a team grow in resilience

Module 10:

Working with leadership issues

Learning Outcomes:

- A deeper understanding of how team leadership is evolving and the implications of this for the team coach role
- A larger toolkit of approaches to distributed leadership

Term 3:

Module 11:

Working with power dynamics/ Working with boards

Learning Outcomes:

- How to recognise and bring into the open hidden power dynamics – in the team and in the co-coaching relationship
- How to adjust team coaching to the special dynamics of Board and Executive Teams

Module 12:

Working with Internal Systems and Processes

Learning Outcomes:

- A toolkit of approaches to systems analysis, evidence-driven process improvement and managing the effectiveness-efficiency dilemma
- A deeper understanding of theory and good practice in communication within teams
Powerful tools for raising awareness of diversity
- Powerful tools for raising awareness of diversity

Module 13:

Widening the horizons of team coaching

Learning Outcomes:

- A deeper understanding of the relationship between agile principles and team coaching
- Core principles of rapid teaming – creating high functioning teams from scratch
- Core principles of self-care

Module 14:

New dimensions

Learning Outcomes:

- Appreciation of technological and other innovations (disruptions) that will have an impact on team coaching practice

Module 15:

Consolidation of learning from the whole programme

Learning Outcomes:

- Consolidation of learning from the whole programme

Frequently Asked Questions



Is supervision included in the Programme?

We include at least 1 hour of Group supervision (max 12 per group) in every third Practicum session, meaning you'll acquire 5 + hours over the programme. In addition, both 121, team coach pair & Group supervision will be offered separately should you wish to pursue these (additional charges will apply).

How are CCMI's programmes different to GTCI Practitioner?

David and his Senior Faculty prefer a more mature conversational style of learning where the levels of participation and engagement make this a fully immersive programme. At Senior Practitioner level, everyone should have enough experience and familiarity working with teams to really deepen the learning.

What does automatic recommendation to EMCC Global mean?

As CCMI holds a European Quality Award (EQA) from EMCC Global, we are able to recommend students directly to the EMCC for both their [Team Coaching ITCA](#) award & also their [Individual Coach/Mentor](#) award (EIA) – both of these awards are discounted by around 60% as an EQA benefit.

Other team coaching programmes that do not hold EQA status can only award you a certificate and you must apply direct to the EMCC for your awards. This route takes around 40 hours in paperwork, admin and interviews as well as costing you the full rates (€799 for the ITCA & €799 for the EIA versus the EQA rates of €245 and €245) – costing you over €1,100 extra.

Please note that EMCC Senior Practitioner programmes require at least 500 hours of training/education in order to be accredited. Anything less than 500 hours will require you to attend another course before you can claim the EMCC Senior Practitioner ITCA. If you are seeking the EMCC route, please ensure the programme you choose meets the 500 hours and holds EQA status.

Is this programme aligned to the ICF ACTC?

CCMI created the world's first Team Coach accredited programme (from the EMCC) and we continue to pioneer the way globally – which includes aligning our programme with the new ICF [Advanced Certification in Team Coaching](#) award (ACTC). Whilst the final details remain unpublished (for students & training providers alike), we have held preliminary conversations and expect to be one of the world's first ACTC accredited educational providers.

The Eligibility Requirements for ICF at Advanced Certification in Team Coaching (ACTC) level are as below. In total there are 5 eligibility criteria:

Covered within the Programme:

- Complete 60+ hours of team coaching education
- Complete at least five (5) hours of coaching supervision

To be arranged separately by the coach:

- Coached 5 or more teams over the last 5 years
- Hold an active ICF Credential at the Associate Certified Coach (ACC), Professional Certified Coach (PCC) or Master Certified Coach (MCC) level
- Achieve a passing score on the ICF Team Coaching Certification Exam.

What does the assignment & research project look like?

The final assignment is a series of reflective questions (around 5,000 words in total) – a copy of which you'll be given as we start the programme so you can start capturing your notes.

The research project (completed in pairs) will typically consist of either a literature review or a survey-based investigation of an underexplored topic. We'll support you in the selection of your chosen research topic and give you guidance on how to research and produce a short presentation on your findings.

Can I attend without completing a PERILL or CASP stream before?

Yes – we'll provide around 4 hours of additional work (background readings and videos) to get you up to speed. We'll also try to buddy you up with an experienced PERILL team coach – giving you both a broader learning opportunity and perspective.

Suitable Team Coaching Practitioner level programmes include:

CMI Team Coach Practitioner, GTCI Team Coach Practitioner (either PERILL or STC streams), AOEC / Renewal Associates Systemic Team Coaching Certificate or Diploma, Henley Business School, ORSC, Ruth Wageman's 6 Conditions, Team Coach International, Smurfit Business School (Dublin), High Performance Team Coaching System (Carr) and any other EMCC & ICF accredited programs at the same level.

If in doubt, please contact us with details of your award and the syllabus.

What is the PERILL Diagnostic platform?

This platform allows you to enter your clients' teams details (email addresses for the team members & stakeholders) who are then sent an individual PERILL survey to complete. The results are then compiled and analysed (by team) for you to present back and lead a team discussion around areas identified by the PERILL model.

Yearly access to unlimited teams is worth £750 a year (versus over \$1500 per team survey from some other providers) and this programme gives participants 18 months free access.

Is there a refund policy?

In the unlikely event of you being dissatisfied, we offer a 30 day money back guarantee from the start of Module 1. Please contact us if you have any concerns or questions as we can only address these if you raise them with us.

Am I required to attend all sessions live?

We are only running one live webinar per module (which is recorded & made available to you) and one live Practicum Group session per module (not recorded as Zoom cannot record breakouts). You are expected to attend at least 85% of both Webinars & Practicums meaning you can miss only two sessions per type. Exceptional circumstances will be considered and additional catch-up sessions may be available at an additional charge.

More Information & questions?

For more information about CCMI or this programme, please visit us at:

<https://clutterbuck-cmi.com/programmes/team-coach-senior-practitioner-course/>

For any questions, please email us at: info@clutterbuck-cmi.com



About CCMI Programmes . . .

All CCMI Team Coaching Programmes are recognised by both the major coaching professional bodies, ICF and EMCC. They align with the EMCC's International Team Coaching Standards and the ICF's Team Coaching Competencies.

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 and 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.

Next Steps

[APPLY TODAY TO SECURE YOUR SPACE](#)

For more information, please visit:

www.clutterbuck-cmi.com/Team-Coach-Senior-Practitioner

CCMI is the trading name of David Clutterbuck Partnership (DCP) and Coaching and Mentoring International (CMI).