



## **ICI Standards & Curriculum for**

### **ICI accredited training:**

### **“Team Coaching Skills Training applied to Coaching, ICI”**

“Team Coaching Skills Training applied to Coaching, ICI” is accredited by the ICI. The ICI member Institute: EmpowerMind with the “Coach Master Trainer, ICI”: Jørgen Svenstrup, Mitzi Svenstrup and Klaus Dahl Tindborg, who developed the curriculum, have the right to conduct and seal the certificates of this training with an ICI seal. If you have any questions, please contact them directly.

#### **Duration & procedure of the training of the 64 hours/8 days: "Team Coaching skills Training applied to Coaching, ICI"**

- a minimum of 64 hours (not academic hours) of face to face training in a minimum of 8 days
- the participants need to follow all training days, do all tasks
- The teams are asked to produce and present a social responsible project as part of certification. The real certification is their Team Coaching facilitating that process
- facilitate 40 hours of Team Coaching in their own teams
- produce 3 synopses from literature
- reflection from own practice
- self chosen self coaching topic
- presentation of a relevant team coaching topic of own choice.

#### **Training content of: "Team Coaching Skills Training applied to Coaching, ICI"**

##### **Module I**

##### **Day 1 and 2**

##### **FORMING**

- Team goals, team definitions, team games, team values , the three perspectives (individual, team, organization) and alignment. Contract management.
- Meta team dynamics - look & listen
- Current status and psycho- geography.
- Team Coach role - the defining
- The controlling manager and team coach, team rapport and facilitates brainstorming.
- The team's project: Brainstorming Process
- Meta team dynamics – watch and listen



## **Module II**

### **Day 3 and 4**

#### **NORMING**

- Team Resources, team affiliations, team action, team culture and social responsibility
- Contract and dilemmas
- Meta team dynamics - analyse and reflect
- Communicative domains, team types (relationships / tasks), hijacking minus friends, multiverses.
- Team Coach role: observing / interacting
- Team Coach beliefs: on team coaching process disturbances
- The team's project
- Status of action plan

## **Module III**

### **Day 5 and 6**

#### **STORMING**

- Invisible elephants, about storming, Transition
- Conflict, conflict management, PREP four danger signs, logic levels
- Narrative perspective, detoxification in teams
- Branding and communication.
- Meta team dynamics
- Hijacking, team triangle - victim triangle, change, systemic thinking
- Team Coach role - the directing / facilitating
- The team's project
- Status and communication plan

## **Module IV**

### **Day 7 and 8**

#### **PERFORMING AND CERTIFICATION**

- Motivation, commitment, ownership, feedback, observation sharing + other skills
- Scope, pricing, news
- Meta team dynamics - changing / anchors
- Measuring performance, changing, dock
- Team Coach role: the challenging
- Role Selection, own agenda, multiverses and self-reflection
- The team's project
- Presentation
- Evaluation of the projects
- Personal feedback.
- Final Evaluation
- Certification



## **Core competencies**

- Managing varying paces of learning
- Managing sub-groups.
- Manage confidentiality on various levels
- Facilitation expertise
- Understanding phases of team-cycle
- Understanding psychogeography
- Managing elements in various team coaching models
- Analysing team dynamics and team culture
- Diversity management
- Manage variations of Team Coach role
- Judgement of intervention-level

And higher level of skills in various of the core coach competencies, especially:

- Listening
- Using silence effectively
- Powerful questions
- Self-state management
- Conflict management
- Transferring relevant coaching model-elements and tools to a team frame
- Self-awareness (especially according to emotional hijacking)
- Measuring (team) performance

The methodology used primary in the Team Coach skills training is Tuckmans Forming-norming-storming-performing model, neurological levels, and Team Coaching models from Katzenbach and Smith (6 factors of success), from "Integrated Theoretical Model for Building Effective Teams" (Gilley et al) and from Clutterbuck. The theoretical basis is primarily systemic theory.

## **What are the benefits of Certification?**

The ICI Team Coach Skills Training is based on evidence-based theory and solid team coaching experience, ensuring professional skills to coach coachees in all types of teams from 2 to ? people. Team Coaching is highly practical, so you gain in-depth experience and understanding of all aspects of team challenges.

The participants cover in the manner described topics, working as teams in the process, in order to experience themselves the challenges facing team-participation. This way the participants learn on 2 abstractions levels simultaneously.



## International Association of NLP-Institutes (IN) International Association of Coaching Institutes (ICI)



[www.NLP-Institutes.net](http://www.NLP-Institutes.net)

[www.Coaching-Institutes.net](http://www.Coaching-Institutes.net)

### **Addressed to:**

The ICI Team Coach Skills Training is for you who work as a professional coach, consultant, HR employee, process consultant, instructor or coach in order to work with teams and help them create better results.

**For general orientation about certificates please see the “ICI Certification Guidelines”**

**For the ICI member Institute EmpowerMind, please see:**

<https://www.coaching-institutes.net/empowermind>