METACOACH TEAM-COACH TRAINING PROGRAM (ONLINE)

AN INTENSE NINE-DAY LEARNING ADVENTURE: Detailed program on how to become a professional systemic team manager or coach.

For decades, various training, personal development and coaching approaches have very successfully accompanied professionals in their individual transformational processes and one-on one communication skills. This is also true for most coach-training programs, and indeed, most coaching requests and contracts on the larger market. Consult our Systemic Coaching Fundamentals course

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Today, collective systems such as teams, families, networks, organizations, administrations, ONGs, governments and companies manifest an almost imperative need to engage in the same type of deep evolutionary or transformational process. Indeed, if we want to ensure our professional, social and political futures, it is high time to learn how to develop our capacity to interact, grow and perform in complex collective systems.

In the field of coaching, this need and trend concerns a growing demand for systemic team and organizational coaching. In this direction and since 2005, Metasysteme-Coaching has been providing a series of systemic team-coaching workshops in a ACSTH (ICF) training program for managers and coaches.

This program's architecture is now designed to allow for numerous opportunities for much more intensive participant practice. The program is also designed to attact small groups of key players originating from the same network, team or organization (sub-groups of 4-5 managers) who collectively attend to become more performing in their system, not necessarily to become coaches.

Warning: This transformational program raises fundamental personal patterns and issues related to how individual participants interact and succeed in collective systems. Its challenging intensity requires deep personal commitment on the part of all those who wish to attend.

SYSTEMIC TEAM-COACHING SKILLS TRAINING PROGRAM (METACOACH)

Participant profiles: :

1. For *individual* managers, coaches, entrepreneurs, consultants, trainers and other change agents who wish to acquire systemic team and organizational coaching skills to boost their current professional mind-set and future results.

2. For small groups of 4/5 key players originating from the same professional team who wish to acquire and deploy deep culture-transformation strategies within their own team and larger organization

Validation : ACSTH (ICF) since 2005

Duration : 9 days (63 hours) over a 4-month period, **with intense work between sessions**

PROGRAM DETAILS:

I - How to develop the systemic foundations that allow for personal transformation and true collaboration (Delegated Processes)

ORGANIZATION

Hours : 09h00 – 18h00. Two effective 7-hour days, 14 ACSTH (ICF) training hours.

Content:

- Participants presentation/Inclusion.

- Online training and team-work operating principles, for online collective effectiveness.

- Learning architecture and sub-group (network-teams) work configuration for the whole duration of the training.
- Practical exercises and debriefs in network-teams.
- Systemic team-coaching introduction and first definitions
- Quick review of the coaching mindset and posture (Systemic Coaching Fundamentals).

Basic team-coaching skills:

- Co-creating collective dialogue environments.
- Coach position, posture, attitude - linguiistic and body language indicators.
- Presence to team time and space management, to collective behavioral patterns.
- How to implement viral behavioral change in large systems.
- Team-coach positioning in the collective constellation or systemic fractals.
- Presence to the team-coach patterns and systemic intrication.

Practice :

1. Subgroup/team/network performance exercises. Practical 30-minute to one-hour exercises and debriefs.

2. Team-coaching behaviors (demos).

3. Collective work focused on individual and network-team projects, ambitions, measures, support systems, etc.
4. Engagements and action-plan preparation for inter-session work.

One full month of intensive team-work practice, on ZOOM. Expect a minimum of 10 hours of team-meetings per week (details adjustable within each team), plus   time for personal work.

Future team coaches can also practice coaching other teams and networks in the program for up to 24 hours per month.

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 II - How to sequence and change individual and team behavioral patterns (systemic fractals and pattern recognition)

ORGANIZATION

Hours : 09h00 – 18h00. Two effective 7-hour days, 14 ACSTH (ICF) training hours

Content:

- Update: share and evaluate delegated work between sessions, network-team progress and evolution.

- Workshop framework and program. Online operating principles.
- Introduction to individual, team and larger system (active culture) behavioral sequencing. Historical heritage, individual and collective behavioral habits, values, norms, beliefs, etc. as revealed by perceptible indicators (observation, listening, etc).
- Individual and collective capacity to align, analyse, be authentic, and deploy action,

- Personal and collective sequencing patterns
- Individual - collective interfacing.   How to benefit from diversity when developing collective intelligence.
- Classical team evolutionary phases. Accompanying system disruption, crises, and chosen transformations. Creative start-up cultures.
- How to design team-coach strategies, skills and appropriate posture (mind-set) when accompanying teams, when facing shared systemic behavioral patterns (fractals).

- Shared team and coach patterns. Parallels (metaphors) with family constellations, city, state and other systems, etc.
- Underlying political and ego stakes in interpersonal coaching versus team and organizational coaching.

Practice :

1. Subgroup/team/network performance exercises. Practical 30-minute to one-pour exercises and debriefs.
2. Team-coaching behaviors (demos)

3. Collective work on individual and network-team behavioral profiles, development stategies, measures of success, support systems, etc.

4. Engagements and action-plan preparation for inter-session work.

One full month of intensive team-work practice, on ZOOM. Expect a minimum of 10 hours of team-meetings per week (details adjustable within each team), plus time for personal work.

Future team coaches can also practice coaching other teams and networks in the program for up to 24 hours per month.

III - How to develop team capacity for performing qualitative and quantitative futures.

ORGANIZATION

Hours : 09h00 – 18h00. Two effective 7-hour days, 14 ACSTH (ICF) training hours

Content:

- Update, share and evaluate delegated work between sessions. Network-team progress and evolution.
- Workshop framework and program. Operating principles for the two days.
- Review of team coaching definitions focused on measurable results.
- Tracking and measuring results and ROI- focused team-coaching strategies and tools
- Budget Processes, strengths and weaknesses, the historical imperative.

- Commonly observed success and resistance patterns and imprints.
- How to evaluate potentials and collective aspirations or how to conspire for success.
- How to evaluate possible collective breakthrough challenges.
- The search for exceptionally new means, core business-focus, the 20/80 rule, involving all pertinent actors,

- How to track and measure local or granular progress and success, communicate pertinent results.

- Focus on local emerging processes, viral local strategies to achieve global results.

- The power of immediate initiative.

- How basic coaching skills (Systemic Coaching Fundamentals) sell team and organizational coaching results or outcomes.

Practice:

- Subgroup/team/network performance exercises. Practical 30-minute to one-pour exercises and debriefs.
- Team-coaching behaviors (demos).
- Collective work on individual and network-team projects, ambitions, measures of success, support systems, etc.
- **Engagements and action-plan preparation for inter-session work.**

One full month of intensive team-work practice, on ZOOM. Expect a minimum of 10 hours of team-meetings per week (details adjustable within each team), plus time for personal work.

Future team coaches can also practice coaching other teams and networks in the program for up to 24 hours per month.

IV - How to coach teams: THREE (live) team-coaching supervision days on working networks and teams.

ORGANIZATION

Hours : 09h00 – 18h00. Three effective 7-hour days, 21 ACSTH (ICF) training hours.

Content:

- Update, sharing and evaluation of delegated work between sessions. Network-team progress and evolution.
- Workshop framework and program. Operating principles for the two days.
- Large-group team-coaching supervision, individuals or pair of participants team-coach (live) learning networks or teams.
- Learning-team and network development.
- Team-coach development on mind-set patterns and behavioral skills.
- Synthesis of systemic theory as applied to observed phenomena.

The team-coach supervision process is almost entirely focused on observing and feed-forwarding team coaches as they accompany each other network or team, during short team-coaching sequences. This very practical process is tailored to provide :

- participating teams and networks with a space to decide and design their future action to be implemented following the training,
- individual participants with an added opportunity to practice team-coaching, grow, and get supervision on their systemic team-coach mind-set and skills.

Should the need surface, practical synthesis on system contracting, action-planning, system politics, interactive games, patterns and strategies, coach-and-client fractal patterns, collective space and time management, etc. may be deepened or reminded.

Practice:

- System-coaching supervision exercises in sub group teams and networks (fish-bowl in consecutive 30 min to one-hour sequences, followed by collective debriefs.

- Work focused on future individual and network or team projects, ambitions, measures of success, support systems, etc.

Engagements and action-plan preparation focused on teams, network, and individual participant possible futures.

TO ENROLL IN OUR NEXT TRAINING PROGRAM: