ICF AATC · YOUR ROUTE TO ICF ACTC

You have some team coach training, CoachME Level 2 or Leader-as-Coach?

You want to complete your ICF AATC to gain your ACTC? Read on…

We accept accredited prior learning (APL)

WHAT'S INCLUDED

- **40 models, tools & techniques for team & board coaching**
- **Pricing, pitching & promoting team coaching**
- **All required SUPERvision**
- **Range of modalities: gestalt, results-focused, psychodynamic…**
- **Create your signature offering**
- **Learn & practise creative approaches for online & in-person work with teams**

Created by Dr Clare Beckett-McInroy
MCC MP ACTC ESIA MCS CSS
Triple award-winning Relational Systemic Team Coach

Hear from our ICF & EMCC award-winning global faculty
about their experiences as team coaches across sectors, globally

JOIN US LIVE ONLINE · 3–6pm UK time

MON	FRI	THU	MON	THU
14 DEC	18 DEC	07 JAN	11 JAN	14 JAN

Secure your place: simon@beckett-mcinroy.com | beckett-mcinroy.com

Understand

Lenses, theory & context

ICF Team Coaching Competencies & ethics

Coaching the team as one entity; confidentiality; multiple roles (ICF, 2020; ICF, 2025)

Team or group?

Real teams, working groups & pseudo teams (Katzenbach & Smith, 1993; Hackman, 2002)

Team coaching vs facilitation, training, consulting & mentoring

Clear boundaries & role transparency (ICF, 2020; Thornton, 2016)

Relational-systemic lens

Systems theory (von Bertalanffy, 1968; Bateson, 1972); field theory (Lewin, 1951); systemic coaching (Hawkins & Turner, 2020)

Team effectiveness models

Six Conditions (Hackman, 2002; Wageman et al., 2008); Five Disciplines (Hawkins, 2021); PERILL (Clutterbuck, 2020); Five Dysfunctions (Lencioni, 2002)

Team life cycle & maturity

Stages of group development (Tuckman & Jensen, 1977); punctuated equilibrium (Gersick, 1988); Wheelan (2005)

Group dynamics, power & the unconscious

Basic assumptions (Bion, 1961); FIRO (Schutz, 1958); four-player model (Kantor, 2012); Tops, Middles & Bottoms (Oshry, 2007)

Board coaching nuances

Senior leadership teams (Wageman et al., 2008); board effectiveness (Garratt, 1987)

Difference in teams

Culture, neurodivergence & other nuances

Team emotional intelligence

Group EI norms (Druskat & Wolff, 2001)

Complexity

Complex responsive processes (Stacey, 2003); Cynefin (Snowden & Boone, 2007); polarities (Johnson, 1992)

The changing landscape

AI & other technologies in & around teams

Psychology & neuroscience of teams

SCARF (Rock, 2008); polyvagal theory (Porges, 2011)

Hope & resilience theory

Hope theory (Snyder, 2002); resilience as ordinary magic (Masten, 2001)

Trauma-aware team coaching

Trauma-informed principles (SAMHSA, 2014); safety & regulation (Porges, 2011)

Existential, somatic, gestalt & psychodynamic perspectives

Gestalt (Perls, Hefferline & Goodman, 1951); psychodynamic group work (Bion, 1961)

Do

Practice & the business of team coaching

Multi-party contracting
Sponsor, leader, members & co-coaches; three-cornered contract (English, 1975; ICF, 2020)

Stakeholder mapping & the wider system
Commissioning & stakeholder interfaces (Hawkins, 2021); PESTLE

Diagnosing needs
Discovery interviews, observation & diagnostics incl. TAP360; Team Diagnostic Survey (Wageman, Hackman & Lehman, 2005)

Team coaching roadmaps
The assignment journey from scoping to stepping away (Clutterbuck, 2020)

Psychological safety, trust & norms
Psychological safety (Edmondson, 1999; 2019); norms of conduct (Wageman et al., 2008)

Conflict & difficult conversations
Conflict modes (Thomas & Kilmann, 1974); the four horsemen (Gottman, 1994)

Purpose, identity & shared narrative
Compelling direction (Hackman, 2002)

Working with values
Values in action within the team & its system

Developing the team leader
Distributed leadership; timing interventions (Hackman, Wageman & Fisher, 2009)

Team learning & innovation
Learning organisations (Senge, 1990); double-loop learning (Argyris & Schön, 1978); teaming (Edmondson, 2012); action learning (Revans, 1980)

Creative approaches & humour
Online & in person

Systemic constellations
Hellinger, Weber & Beaumont (1998); Whittington (2016)

Co-team coaching
Working as a coaching pair (ICF, 2020)

Virtual, hybrid & agile teams
Teaming on the fly (Edmondson, 2012)

Return on expectations, evaluation & endings
Four levels (Kirkpatrick, 1994); ROI (Phillips, 2003)

Pricing, pitching & promoting
Create your signature offering

Case studies
Across sectors, globally

Be

Presence & judgement

When team coaches are triggered
The drama triangle (Karpman, 1968)

Being part of the system you coach
Field theory (Lewin, 1951)

Shadow work
What the team, & the coach, cannot yet see

Self-care for team coaches
Sustaining yourself in complex systems

Use of self & presence
Your impact on the system

SUPERvision for team coaches
Seven-Eyed Model (Hawkins & Shohet, 1989); all required SUPERvision included

Bring to the programme

A team or board you are working with, or hope to, & a question you are carrying about your own practice.

UNDERSTAND. DO. BE.

What team coaches need to understand, what they need to be able to do, & how they develop the presence & judgement to do it well.

All required SUPERvision on SUPERvision.

Join us live online · 3–6pm UK*

Mon 14 Dec · Fri 18 Dec · Thu 7 Jan · Mon 11 Jan · Thu 14 Jan

***PLUS SUPERvision**

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