



Senior Practitioner in Team Coaching

Certification Program 2023/24

+ 300

Hours

+ 300

CCEUs & CPDs

12

Guided
Practicums

24

Live Interactive
Webinars

Community

**Group
Supervision**

Develop your range and agility in systemic team coaching thinking, doing and being in order to deepen and strengthen your capacity to engage with systems.

Do this in a way that enables change, challenge and transformation at individual, team, team of teams, organizational and ecosystem levels.

Introducing Team Coaching Senior Practitioner by the Global Team Coaching Institute

Organizations need systemic team coaches to partner with them in creating the transformation they need to face the great challenges of today and to meet the needs of tomorrow's world.

GTCI is the first live-online educational hub dedicated to team coaching. It's where the world's foremost team coaching experts come to teach, where coaches come to become the best and where organizations come to find the best in team leadership.

The program draws on 40+ years of team-specific research around the world, the experience of team coaching experts, and comes with a substantial toolkit. It supports your transformational shift in your thinking, doing and being so you can coach the transformational shift within the team, the team of teams, the organization and the wider ecosystem. You will learn how to coach the transformational shift in the room, and between the team and their stakeholders. You will experience complex organizational challenges through live sessions with international CEOs and learn how to create compelling ways to partner in meeting these challenges. You will explore how to design and lead on team of teams engagements and how to flex to the needs of different types of teams. You will develop your muscle in seeing and acting systemically including how to integrate team coaching culture across an enterprise.

The aim of this course is to enable you to blend the best of organizational transformation, individual coaching, team coaching, and environmental consciousness to partner at multiple levels within and between organizations in creating the transformation they and the wider world need.

Program Structure

- The program will consist of **12 modules** run over a 12 month period commencing in April 2023
- Each module will comprise:
 - 1 x 90 minute Webinar
 - 1 x 3 hour Practicum including Group Supervision
 - 1 x 60 minute Core Learning and Q&A Session
 - 5 hours Program Reading
 - 12 hours (approx.) of Practice
- **Reflective assignment** will be submitted at the end of the program

You'll receive **Certifications and CCEUs** from:

- Global Team Coaching Institute (GTCI)
- EMCC Global Senior Practitioner Team Coaching Accreditation (optional)
- ICF CCEUs (to be finalized)

[Apply now for a place on Senior Practitioner](#)

Module Overview

 [View Course Schedule here](#)



Module 1

The Transformational Shift to Senior Practitioner

Led by Prof. Peter Hawkins with guest presenter

- Understanding what the world needs in terms of a shift in human consciousness.
- How Systemic Team Coaching contributes to what the world needs
- Understanding the shift from a redefining action logic to a transforming action logic.



Module 2

Team Dynamics: Coaching the Transformational Shift in the Room

Led by Colm Murphy and Dr. Catherine Carr with guest presenter

- Seeing the team's story including the traps and cul-de-sacs.
- How to shift the frame through spatial, temporal and holographic holding capacities.
- How to dance with resistance.

Module Overview

 [View Course Schedule here](#)



Module 3

Team Dynamics: The Team Coach as Instrument of Change

Led by Prof. Peter Hawkins and Dr. Catherine Carr with guest presenter

- Understanding that “being” change happens here and now, inside out.
- Using self as instrument of change to be the change the team needs.
- Using Sentic states to shift yourself to shift the room.



Module 4

Building the Muscle to See and Act Systematically

Led by Colm Murphy with guest presenter

- Making the systemic pattern seeable and feelable.
- Seeing the team as part of an organizational pattern and dynamic.

Module Overview

 [View Course Schedule here](#)



Module 5

Coaching the Team in Live Partnering Engagements with Stakeholders

Led by Inge Simons with guest presenter

- Understanding that partnership is not created by partners.
- Exploring who does the partnership serve.
- How to contract, prepare and orchestrate live partnering, and turn it into actions.



Module 6

Working with Complex Organizational Challenges as STC (Team Coaching as part of Organizational Partnering)

Led by Prof. Peter Hawkins with guest presenter

- Understanding organizational transitions.
- Guest CEOs conceptualizing the transitions their organizations have gone through and how STC supported that transition.
- Understanding the CEO challenge for your learning group to respond to.

Module Overview

 [View Course Schedule here](#)



Module 7

Coaching Team of Teams

Led by Inge Simons with guest presenter

- How to support a team in developing next levels of teams.
- The architecture of a “team of teams” event.
- The methodology for live “team of teams” events.



Module 8

Working with Complex
Organizational Challenges as
STC (Part 2)

Led by Prof. Peter Hawkins with guest presenter

- How to partner, engage and co-create with a potential client.
- How to introduce “team of teams” perspectives into your dialogue.

Module Overview

 [View Course Schedule here](#)



Module 9

Flexing the Needs of Different
Types of Teams

*Led by Colm Murphy and Dr. Catherine Carr
with guest presenter*

- How to team coach project teams using STC with agile principles.
- How to do Board Reviews and move to Board Development.
- Managing the challenges of family businesses.
- Working with culture and other diversity in teams.



Module 10

Developing the Learning and
Self-coaching Team

Led by Inge Simons with guest presenter

- How to grow the capacity of the team and team leader to increase the team's ability to develop themselves right through the team coaching journey.
- How to structure review meetings with team leader and HR leader to grow their capacity as team coaches.
- Embedding learning habits, methods and rituals in the team that will sustain beyond their learning.

Module Overview

 [View Course Schedule here](#)



Module 11

Developing an Integrated Team Coaching Culture across the Organization

Led by Colm Murphy and Dr. Catherine Carr with guest presenter

- Key elements of a teaming culture.
- How to develop internal resources to coach own teams.
- Using technology to create a teaming culture.



Module 12

Integrating the Learning and Defining the Way Forward

Led by Colm Murphy and Dr. Catherine Carr with guest presenter

- Charting the shift in my thinking, doing and being.
- Understanding how I have extended my range and impact of my work.
- The shift from redefining to transforming.
- Extending the ripple of our work.
- Continuing to shift human consciousness.

How to Register

Places will be capped at **240**

Guarantee your place by completing and submitting the  [application form](#)

Application process:

- 1 Complete the Application Form before 14th March 2023.
- 2 Your application will be processed and you will receive a response within 2 to 5 working days with an offer for a place and details on how to make payment.
- 3 Once payment has been received you will receive confirmation that your place has been secured!

Senior Practitioner Program is \$6,995 full price.

Save **\$1,000** if you apply by **14th March 2023**.

Apply by:

**14th
March
2023**

Pay in full **\$5,995**
~~\$6,995~~

[Apply for your place](#)

Pay in 4 installments of **\$1,525**
~~\$1,775~~

[Apply for your place](#)

Where possible payment via bank transfer would be preferred for simpler administration purposes.

Senior Faculty



Professor Peter Hawkins

PhD, Professor of Leadership, Henley Business School

Peter is one of the Global top 100 coaches and the international thought leader in systemic coaching, executive teams, and board development. He is an Emeritus Professor of Leadership at Henley Business School, Honorary President of the Association of Executive Coaching and Chairman of Renewal Associates and joint founder and Dean of the Global Team Coaching Institute.

He has been a keynote speaker at many international conferences on learning organization, leadership, and executive coaching and teaches and leads masterclasses in Systemic Team Coaching in over 50 different countries.

He is the author of many best-selling books and papers in the fields of leadership, board and team coaching, systemic coaching, supervision, and organizational transformation (including Leadership Team Coaching, 2021 (4th ed); Leadership Team Coaching in Practice, 2022 (3rd ed); Ecological and Climate Conscious Coaching 2022, with Alison Whybrow, Eve Turner and Josie Mclean; Systemic Coaching (2020, with Eve Turner); Supervision in the Helping Professions (2020, with Aisling McMahon) and Integrative Psychotherapy (2020, with Judy Ryde); Coaching, Mentoring and Organizational Consultancy: Supervision, Skills and Development (2013, with Nick Smith); Creating a Coaching Culture, 2012; and The Wise Fool's Guide to Leadership, O Books, 2005.

Peter was joint founder, in 1986, of Bath Consultancy Group and its chairman until the company was sold in 2010 and has chaired three other company boards as well as being a trustee director of several charities. Peter Hawkins has consulted to a wide range of governments, and leading commercial, financial and professional organizations including Fortune 500 and FtSE 100 international companies. He now supervises and mentors many coaching and consultancy businesses internationally as well as running international trainings and masterclasses.

He lives on the edge of Bath, UK with 37 acres which he shares, with many animals and trees as well as his children and grandchildren and leaders who come on courses and retreats.

Senior Faculty



Dr Catherine Carr

Catherine is a Master Corporate Executive Coach and Systemic Team Coach with a psychotherapy and supervision background. She is a Professional Certified Coach (PCC) with the International Coach Federation (ICF) and has studied and worked with Peter for over 12 years (he was her doctorate supervisor and mentor and is still her supervisor and colleague).

She is the North American Lead for Resilience@Work, a Master Trainer for Conflict Dynamics, a certified Marshall Goldsmith Coach, a Leadership Circle Coach and is core faculty and the Head of Practicum with the Global Team Coaching Institute.

Catherine has been coaching leaders and leadership teams for over 20 years. She has extensive experience in the public and not for profit sector. Notably, Catherine helped launch a 26,000-employee public sector team coaching program. She is currently designing and supervising in house systemic team coaching programs and training. Catherine enjoys working with leaders, teams and organizations that seek wellbeing, greater purpose and performance. Catherine has co-authored numerous publications including two based on her doctorate research on team coaching – 50 Tips for Terrific Teams! and High-Performance Team Coaching. She recently co-wrote a 2019 review of new team coaching research in the Handbook of Team Coaching.

Catherine lives in beautiful Victoria, British Columbia. She is grateful to do work that supports people to be well, live well and to meaningfully contribute to our world. Over the past five years Catherine has coached for Ted Talks and offered pro-bono work for environmental and health care leaders and teams.

Senior Faculty



Colm Murphy

Colm Murphy has a wealth of experience in Executive Coaching and Leadership Team Coaching with a track record of success built on his ability to build rapport, provide support and challenge, think systemically, and explore the psychological dimensions of performance.

He previously worked as a Director in Symantec Corporation, responsible for global executive development, and as Head of Learning in Deloitte, Ireland. His coaching clients include executive teams, leadership groups, C-suite and high potential individuals across a broad range of sectors including multi-nationals, social media industries, public sector and professional services sectors. Colm is also the former Head of Coaching Programmes in Smurfit School of Business, University College Dublin.

He has a special interest in team dynamics and is currently completing his Doctoral research in Portsmouth University on the contribution of team coaching to team effectiveness. He is co-editor of The Team Coaching Casebook (Open University Press).

Colm is a master accredited and qualified coach (UCD, AoEC, EMCC, NLP, AL) executive team coach (AoEC qualified) and is certified in the use of many psychometric and diagnostic tools. He has trained with Bill Torbert on Action Logics, and with Ruth Wageman on Team Effectiveness.

Colm first worked with Peter in 2014 on the Systemic Team Coaching programme. When not doing all the above, he tries to survive being a dad of triplet boys.

Senior Faculty



Inge Simons

Inge is an Executive Coach, Systemic Team Coach and Trainer of Systemic Team Coaches. She is accredited by the International Coach Federation (ICF) as Master Certified Coach (MCC) and is a Board-Certified Coach. She holds a Master Levels Diploma in Systemic Team Coaching, a Diploma in Supervision, a Postgraduate in Design Thinking and Innovation as well as an MBA and a degree in Clinical Psychology. Based in Austria, Belgium and Switzerland Inge works with organisations across the globe.

She has been working with clients for over 15 year across a wide range of industries and geographies across the globe and has known and worked with Peter since 2012.

Originally from Belgium she lives in Switzerland with her Austrian husband their two teenagers, Lola and Louis, 3 dogs and 3 cats.

Inge has certifications in a broad range of diagnostic instruments including a suit of 360's, Hogan, WBP5, FIRO, MBTI, Insights, ISI, CSI, Reina Trust, TKI, Team Diagnostic Inventory, Team Coaching 360, Leadership Development Profile and Global Leadership Profile. She is also certified in Barry Oshry's Organisational Workshop and When Cultures Meet.

Frequently Asked Questions

Will Supervision form part of the program?

Group supervision will be included in every module as part of your practicums at no extras cost. Any individual or pair supervision would be an additional cost. A list of approved supervisors will be available to students who would like to arrange individual or pair supervision.

Is Senior Practitioner accredited by the EMCC Global and ICF?

The program will be accredited at Team Coaching Senior Practitioner Level by EMCC Global and is therefore a key step in becoming individually accredited at ITCA Senior Practitioner level. However, please note that EMCC accreditation is entirely optional and will need to be applied for separately. The program will also be linked to ICF accreditation and CCE units (still to be clarified with ICF)

Can I do the Senior Practitioner Program if I have completed the PERILL or CASP Practitioner Program? Will there be any additional support to help me prepare?

You may enroll for the Senior Practitioner program if you graduated from the PERILL Practitioner 2020/21 or CASP Practitioner 2022 GTCI Programs. We will provide you with a recommended program of reading and preparation to do ahead of the program start to ensure you are aligned.

How many of the Modules will Peter Hawkins be directly involved in?

Peter Hawkins will be personally leading 4 of the 12 modules. Working very closely with Colm Murphy, Peter has also contributed to design of the other 8 modules.

Frequently Asked Questions

What will I learn on Senior Practitioner that I didn't learn on Practitioner?

This program is for experienced team coaches who have already coached teams and are now learning to coach across the boundaries. Senior Practitioner focuses on the final three steps in the team coaching pyramid; enabling the team to coach itself; coaching the “team of team”; and developing an integrated teaming culture right across an enterprise.

What business benefit will I get from Senior Practitioner?

You will learn how to deliver team coaching engagements, over several years in the same organization, to a number of teams while also coaching the connections between these teams and between the organization and its stakeholders.

What are the joining requirements?

To be accepted on this program, you will need to evidence in your application form

- Experience in coaching teams
- You have completed at least one team coaching project recently that lasted for at least 6 months
- Have a live case team to work with throughout GTCI Senior Practitioner from April 2023. This team must be sourced by participants by Module 2 in April 2023.
- Have completed the GTCI Practitioner program (Systemic, STC, PERILL or CASP stream), AOEC / Renewal Associates Systemic Team Coaching © Certificate or Diploma, or equivalent EMCC Global Team Coaching Practitioner level program.

With a limit of 240 places, preference will be given to GTCI Practitioner alumni, and after that, to those with extensive team coaching experience.

Frequently Asked Questions

How do I apply?

Provided you have met all the criteria above, you will need to complete and submit an [application form](#) to guarantee your place. Once your application has been processed you will receive a response and, if offered a place, then you will be sent details on how to make payment to secure your place.

How much does the program cost and what payment plans do you offer?

If you enroll by 1st March 2023 you will pay the Early Bird discount rate of \$5,995. After that, the full price will be payable at \$6,995.

You may pay in full upfront or in 4 installments. Should you wish to pay in installments then you can pay in 4 payments of \$1,525 if you purchase the Early Bird offer, or \$1,775 if at the full rate. The 1st payment upfront will secure your place. The 2nd payment will be due in June 2023, 3rd payment in October 2023 and the final payment by end of November 2023.

What payment methods do you accept?

Payments can be made by bank transfer to a US or UK bank. You may also pay by credit card.

Do you have a refund policy?

Refunds will only be possible if requested 30 days before the program start date of 17th April 2023. It will be helpful to provide as much notice as possible to allow more time to fill the space.

Have questions?

Email info@renewalassociates.co.uk with your questions

