

## Team Coaching – Fundamentals and beyond

Workshop with Prof David Clutterbuck, PhD

B24



**This intensive three-day event is aimed at experienced one-to-one coaches, HR professionals, who have responsibility for using team coaches, and experienced group facilitators, who wish to extend their portfolio into team coaching.**

The programme design involves roughly equal mixtures of:

- Introduction of current leading edge theories and models
- Practical exercises in small groups
- Powerful learning from team role plays, in which everyone has a role to follow

Course content includes:

- The different team types and their challenges
- The PERILL model (Purpose and motivation; External systems; Relationships; Internal systems; Learning and Leadership) – a complex adaptive systems approach to team dynamics
- Key elements of the team coaching assignment
- What makes an effective team coaching session?
- How the team coach withdraws from the process, leaving the team stronger than before

## Contents

### Day 1: Fundamentals

- Introduction to the concept: a historical and theoretical perspective
- The purpose of team coaching
- How teams evolve
- Models of team learning
- What helps and hinders team efficacy? – The leader-follower relationship
- What do we mean by high-performing team?
- Differences between individual coaching and team coaching; identifying team strengths and weaknesses
- Key steps in the team coaching process – contracting, scoping, developing the team's capacity to coach itself

### Day 2: Techniques and approaches

- Team coaching session dialogue: contracting, goal setting, defining the issue, context, redefinition, seeking individual and collective mindshift, alternative ways forward, decisions, recontracting
- Competencies of a team coach
- Behaviours of teams and team members; how to recognize and analyse team dysfunction
- Principles of group dynamics
- Team identity
- Establishing and working with team purpose
- Surfacing and managing conflicting agendas; techniques for managing team conflict
- Communication and networking
- Techniques to clarify and build alignment with team goals
- Managing team motivation, temporal issues, creativity

### Day 3: Developing a team coaching practice

- Raising the quality of team decision-making
- Improving team processes
- Aligning individual and collective development within a Team Development Plan
- Ethical issues in team coaching
- Developing your team coaching brand and offering
- Managing disengagement of the coaching relationship

The programme is accredited by both EMCC and ICF.

## Speaker

**Prof David Clutterbuck** is visiting professor in the coaching and mentoring faculties of Henley Business School, Oxford Brookes, Sheffield Hallam and York St John. One of the earliest pioneers of modern coaching and mentoring, he is author, co-author or editor of some 70 books, including *Coaching the team at work* – the first evidence-based English-language book on team coaching. He is also leads editor of the Practitioner's Handbook of Team Coaching.

David's workshop style emphasises evidence and practicality (what really works and why). Among his many interests are working with people on the autistic spectrum, travel writing, and comedy (he is a trained stand-up comedian!)

## Date

October 10<sup>th</sup> – 12<sup>th</sup>, 2019, 9.00am – 5.00pm

## Place

FHNW University of Applied Sciences and Arts Northwestern Switzerland  
School of Social Work, Riggensbachstrasse 16, 4600 Olten

We reserve the right to make changes to the workshop and prices.

**Fees** CHF 1350

Discount of approx. 10% (CHF 1200) for members of the following professional associations: Professional Association for Coaching, Supervision and Organisational Consultancy (BSO), International Coach Federation (ICF) and European Mentoring & Coaching Council Schweiz (EMCC)

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## Registration

for the workshop  
from

**Team Coaching – Fundamentals and beyond (B24)**  
October 10<sup>th</sup> – 12<sup>th</sup>, 2019

### Personal Information

Mrs  Ms  Mr

Family Name

Given Name

Street, No.

Postal Code, City, Country

Phone

E-Mail

Date of birth

Place of origin or place of birth

Last degree/certification

### Employer/Work

Firm

Street, No.

Postal Code, City, Country

Phone

E-Mail

Function

**Correspondence address**

work

home

**Billing address**

work

home

pay in instalments

I hereby register for the above-mentioned workshop. I have read the terms and conditions at [www.fhnw.ch/de/weiterbildung/soziale-arbeit/organisatorisches](http://www.fhnw.ch/de/weiterbildung/soziale-arbeit/organisatorisches) and I agree.

Place/Date:

Signature:

### Send to:

FHNW University of Applied Sciences and Arts Northwestern Switzerland, School of Social Work  
Jasmina Lapcic, Riggerbachstrasse 16, 4600 Olten  
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