

Team Coaching and Group Dynamics - Taking you from individual to team coach...

A psychosynthesis coaching training course, in three parts, with Anne Welsh and Aubyn Howard

Course Design: 20 November 2023

Overview

Relational – Embodied – Systemic – Synthesis.

This course gives you what is needed to practise as a team coach in terms of models, frameworks, methods and tools, as well as develop your systemic and psychological understanding of group dynamics.

And we go beyond this cognitive realm towards ways of being and seeing, using self as a team coach,

drawing upon the intuitive mind to help the coach develop relational awareness and embodied attunement within any group. At the core of our approach is the personal work of recognising how we become caught in relationship and taking ownership of our unconscious projections, transferences and valences in relation to groups and systems.

There is congruence between the way we work and other psychological, relational, embodied and systemic approaches. We show how the depth coach draws upon these perspectives to allow what is unconscious, unspoken or unacknowledged within a team to emerge. We seek to go further by engaging principles of synthesis to open the way for the emergence of a teams' full potential and collective intelligence.

This course is the natural next step for graduates of our PG CPLC and HCP EMCC Coach Accreditation programmes who want to start working with teams and groups. It will be the first part of a 150-hour EQA accredited programme for those seeking Senior Practitioner accreditation as Team Coaches. This is advanced coach training, however we will consider applications from coaches without previous experience of psychosynthesis who have experienced other relevant personal and professional development.

The three two-day workshops can be attended inperson or online in any combination of the dates offered. Although this is a primarily a coach training, it is also a co-creative inquiry as we work together to evolve ways of supporting leadership teams respond to a VUCA world in crisis and transition.



Part One: Foundation of team coaching (2 days)	Context, overview and principles	Power, presence and impact	Group Dynamics training Team coaching practice framework
Part Two: Going to depth as a team coach (2 days)	Introduction to conscious relations for the depth coach	A conscious relations group dynamics workshop	Making sense of what you have learned. What does this mean for you as a team coach?
Part Three: Practice – frameworks and tools, reflection and inquiry (2 days)	Practice – frameworks, models and tools. A model for working on team process	Skills practice – small group team coaching practice Using constellations with teams	Reflective inquiry. Integration and synthesis from the course.

Structure of the Course

Part One: Foundation of team coaching

- Session 1 (morning, day one): Overview, context and principles
- Session 2 (afternoon, day one): Power, presence and impact
- Session 3 (morning, day two): Group Dynamics training
- Session 4 (afternoon, day two): Team coaching practice framework

Part Two: Going to depth as a team coach

- Session 1 (morning day three): Introduction to conscious relations for the depth coach
- Sessions 2 and 3 (afternoon day three, morning day four): A conscious relations group dynamics workshop facilitated by Anne Welsh and Debbie Friedman
- Session 4 (afternoon, day four): making sense of what you have learned. What does this mean for you as a team coach?

Part Three: Practice – frameworks and tools, reflection and inquiry

- Session 1 (morning, day one): Practice – frameworks, models and tools for team coaching.
- Session 2 (afternoon, day one): Skills practice – small group team coaching practice
- Session 3 (morning, day two): Skills practice – Constellations for team coaching and teams small group team coaching practice
- Session 4 (afternoon, day two): Reflective inquiry. Integration and synthesis from the course.

Session topics in more detail

Part One: Foundation of team coaching

Day one (morning sessions): Overview, context and principles

- Context – collective intelligence in response to a VUCA world
- Group check-in – what brings you here and what are your aims?
- Principles of a psychosynthesis approach to team coaching
- Exercise in small groups

Day one (afternoon sessions): Power, Presence and Impact

- Power, presence and impact – in team coaching and leadership
- The Team Coach or Leader – Reflective Inquiry and time-line exercise
- Introduction to group dynamics

Day two (morning sessions): Group Dynamics training

- Theory of group dynamics and models of team development
- Stages of team development (Tuckman)
- What happens when we enter a group?
- Group dynamics roles, valency and disruptions (Benson)
- The group dynamics model (Evans)
- The facilitators' role in groups

Day two (afternoon sessions): Team coaching practice framework

- Team coaching practice framework – key distinctions
 - Type of team
 - Task versus process focus
 - Structure of the intervention
 - Style of coaching or facilitation
- Team coaching practice framework – orienting framework with questions
 - Context, Contract, Container, Client
 - Structure, Style, System
 - Purpose, Power, Preparation
- Exercise – applying the questions to a team you are part of or are coaching
- A Gestalt approach to presence (Nevis)
- Orientation for the next two-day workshop

Part Two: Going to depth as a team coach

Day three (morning): Introduction to conscious relations for the depth coach

- The Soul of Relationships – conscious relations training, with exercises and reflections

Day three (afternoon) and day four (morning)

- A conscious relations group dynamics workshop facilitated by Anne Welsh and Debbie Friedman

Day four (afternoon)

- Making sense of what you have experienced and learned
- What does this mean for you as a team coach?

Part Three: Practice – frameworks and tools, reflection and inquiry

Day five (morning sessions): Practice – frameworks, models and tools for team coaching

- Generic frameworks and guidelines – for team coaching assignments
- A team coaching toolkit – including interview questions, diagnostics, profiling and 360s for preparation, and exercises and techniques for in-session. Belbin, Lencioni, Hofstede and tailored questionnaires.
- Skills and competence framework – aligned with the EMCC Team Coaching Professional Core Standards
- Practice issues – conflicts, ethics, boundaries and other challenges – how do we create and hold the space with integrity?
- Systemic issues – power and authority, diversity and inclusion – how we can leverage difference within teams?
- Interventions Q&A – which frameworks, methods and tools to use, when and how?

Day five (afternoon sessions): Skills practice – small group team coaching practice

- Team coaching – a model for working on team process – by Sue Cruse
- Practice – small group team coaching practice – two sessions in small groups of 4

Day six (morning sessions): Skills practice – Constellations for team coaching and teams small group team coaching practice

- Using systemic constellations – with teams and how this is different to groups.
- Practice – small group team coaching practice – two more sessions in small groups of 4

Day six (afternoon sessions): Reflective inquiry. Integration and synthesis from the course.

- Reflection and inquiry – integration and synthesis
- EMCC Accreditation programme for Team Coaching
- Ongoing support, supervision, learning and development for team coaches.

A selective reading list

Benson, Jarlath (2018), *Working More Creatively with Groups*, London: Abingdon: Routledge

de Hann, Eric and Stoffels, Dorothee, Editors (2023) *Relational Team Coaching*, Abingdon: Routledge

Evans, Joan (2014) *Systems, Synthesis and Group Dynamics*, in Simpson, Steve; Evans, Joan and Evans, Roger (2014): *Essays on the Theory and Practice of a Psychospiritual Psychology*, Volume 2 (Published by The Institute of Psychosynthesis)

Heron, John (1999), *The Complete Facilitators Handbook*, London: Kogan Page

Howard, Aubyn (2020), *Psychosynthesis Leadership Coaching*, Abingdon: Routledge

Lencioni, Patrick (2002), *The Five Dysfunctions of a Team*, San Francisco: Jossey-Bass

McGilchrist, Iain (2021) *The Matter with Things*, Perspectiva Press, London. Kindle version.

Nevis, E.C. (1991), *A Gestalt Approach to Organisational Consulting*, New York: Gardener Press

Nocelli, Petra Guggisberg (2017) *The Way of Psychosynthesis: A complete guide to the origins, concepts, and the fundamental experiences, with a biography of Roberto Assagioli*, Maryland: Synthesis Insights

Whittington, John (2016, 2nd Ed): *Systemic Coaching & Constellations*, London: Kogan Page