



## Team Coaching and Group Dynamics Programme

A six-day psychosynthesis team coaching training course, followed by an EMCC TCIA\* accreditation programme.

with Anne Welsh and Aubyn Howard, Psychosynthesis Coaching Limited, January 2025

### Overview of the programme

*Embodied – Relational – Systemic – Developmental – Synthesis - Emergence.*

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.



The course is advanced coach training as part of a 250-hour accreditation programme\* for those seeking EMCC accreditation as Team Coaches.

We welcome applications from coaches without previous training in psychosynthesis who have relevant personal and professional development experience and the capacity to self-reflect. Prior individual coach accreditation is required for EMCC team coach accreditation.

Although this is a primarily a team 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.

The three two-day workshops can be attended online (starting January 2025) or inperson in London (starting May 2025). The accreditation programme practice workshops and supervision sessions all take place online.

*\*Currently in the process of TCQA accreditation with EMCC at Senior Practitioner level.*

## Structure of the Programme

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.
Part Four: The Accreditation Programme (6 months or longer)	4 half day team coaching practice workshops, involving simulations and demonstrations	6 x monthly group supervision for own team coaching practice (including pro-bono projects)	EMCC ITCA application process, including final reflection paper

## Details of the 2023-2025 TCGD programmes

### Part One: Foundations of team coaching

**Course 2** (Online): 25-26 January 2025, Saturday 10:00 – 17:00 UK, Sunday 09:00 – 16:00 UK.

**Course 3** (London In-person): 10-11 May 2025. Saturday 10:00 – 17:00 UK, Sunday 09:00 – 16:00 UK.

### Part Two: Going to depth as a team coach

**Course 2** (Online): 22-23 February 2025 09:00 – 16:00 UK. OR 8-9 March 2025 (London In-person option), 09:00 – 16:00 UK both days.

**Course 3** (London In-person): 7-8 June 2025, 09:00 – 16:00 UK both days OR 19-20 June (online option). 09:00 – 16:00 UK both days.

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

**Course 2** (Online): 26-27 April 2025, Saturday 10:00 – 17:00 UK, Sunday 09:00 – 16:00 UK.

**Course 3** (London In-person): 5-6 July 2025. Saturday 10:00 – 17:00 UK, Sunday 09:00 – 16:00 UK.

*Study guides and course materials are provided. A CPD Certificate in Psychosynthesis Team Coaching is awarded at the completion of the course.*

### Part Four: The Accreditation Programme (taking you to EMCC ITCA)

**Four half-day skills practice and team coaching simulation workshops (online only, weekdays, times: 09:00-13:00 UK).**

**Courses 2 and 3 combined:** dates to be scheduled September 2025 – December 2025.

**Six Group Supervision session (2 hours each, online only):**

**Courses 2 and 3 combined:** dates to be scheduled July – December 2025.

**Plus six individual supervision sessions (to be arranged with supervisor).**

## Course fees

The Training Course (Parts One, Two and Three): £1200 + VAT (or €1420).

The Accreditation Programme (Part Four) is an additional £2700 + VAT (or €3200), inclusive of workshops, group supervision, individual supervision, support for pro-bono team coaching assignment, written paper and EMCC accreditation fee.

For more information and to book a place go to: <https://www.psychosynthesiscoaching.co.uk/team-coaching-and-group-dynamics-training-2025/>

## Programme Outcomes

This training provides the experienced individual coach with what is needed to practise effectively as a depth team coach.

Successful completion of the programme, alongside meeting EMCC entry level requirements, will enable participants to achieve accreditation as an EMCC Team Coach at one of three levels (F, P, SP).

We also invite you, when making your application to participate on the programme, to identify your own objectives – which may be many and varied, depending upon your experience and history of personal and professional development, as well as who you are and who you are becoming in relationship to the fields of team coaching, group facilitation and systemic intervention.

## Learning Outcomes

Through participation on the training course and accreditation programme, you will:

- Learn about, understand and practice how to bring a range of models, frameworks, methods and tools to team coaching at depth
- Develop your systemic awareness and psychological understanding of group dynamics and team development
- Discover ways of working with the unconscious elements and energies present in group, team and organisational systems
- Build capacity for use of self and develop your self-reflective practice in relationship to team coaching at depth
- Grow your capacity for working at depth in the context of 'self-other-system',
- Evolve new ways of being and intervening in relationship to group and team process

### Key Learning Outcomes for Part One – Foundations of team coaching

- Grounding in the principles of a psychosynthesis approach to team coaching at depth
- Growing comfort and confident in drawing upon a team coaching practice framework
- Enhanced self-awareness of your relationship with power, systems forces and group dynamics
- Discovering who you are as a team coach and recognising your developmental path - readiness to start practising

### Key Learning Outcomes for Part Two – Going to depth as a team coach

- Nuanced attunement to the unconscious elements and energies present in groups
- Use self in coaching – building our capacity to be authentic and present-centred in relationship with others
- Learning how to create and facilitate a conscious relational space with a group
- Awareness of our personal and professional challenges, edges and blind spots in relation to others and difference

### Key Learning Outcomes for Part Three – frameworks and tools, reflection and inquiry

- Practice as a team coach in a group simulation – learning from self, peer and facilitator reflection and feedback
- Learning how to work alongside in partnership with another team coach – awareness and skills
- Identify your key developmental needs for continuing towards accreditation with supervised practice and workshops
- Readiness to practice as a team coach in different contexts – familiarity with a range of frameworks, models and tools including (i) the model for working on team process and (ii) a model for team coaching reflective practice

### Key Learning Outcomes for Part Four – The Accreditation Programme

- Increased capacity, capability and confidence as a team coach from practising with real clients
- Wider and deeper awareness of what is taking place in the team space – and ways of being and working with the dynamics of what is unspoken, unacknowledged and unconscious
- Internalised application of the model for team coaching reflective practice
- Greater adaptability, flexibility and options in the way you work as a team coach

## The facilitators



**Aubyn Howard** is the co-founder of Psychosynthesis Coaching Limited and holds an MA in Psychosynthesis Psychology. He also gained an MSc in Change Agent Skills and Strategies with the HPRG at Surrey University. He draws upon more than 30 years' experience as an organisational consultant, facilitator, educator and coach, supporting transformational change and leadership development with leaders and teams in all sizes of organisation, across many different sectors and national cultures. APECS Accredited Master Executive Coach, EMCC Senior Practitioner and EMCC EISA Psychosynthesis Coaching Supervisor. Author of *Psychosynthesis Leadership Coaching: a Psychology of Being for a Time of Crisis* (2020) and two chapters in: *The Call of Self, Psychosynthesis Life Coaching*, Edited by Didi Firman (2018).



**Anne Welsh** has worked in the field of personal and professional development for over 30 years. Initially she trained in psychology and practiced as a psychotherapist. Alongside this practice she was operations director of a psychological training and development institute, training people in coaching, psychotherapy and counselling. In the last 10 years, she has specialised in executive coaching and worked with clients across the globe. Since 2010 Anne has been training and supervising employees at GlaxoSmithKline in Job-Plus Coaching. She is also currently training in-house coaches for the House of Commons in the UK. Anne is an APECS Accredited Master Executive Coach, EMCC Senior Practitioner and a EMCC EISA coach supervisor.



**Sue Cruse** is a qualified, experienced and accredited Executive Coach. An accomplished and recognised leader in health support for high performance in the workplace, both within GlaxoSmithKline and externally in the UK and Europe. She has strong influencing skills, acute customer focus and attention to high quality through continuous process improvement and innovation. A strong team player at departmental leadership level and with business partners, with a focus on efficient execution. She is an accredited psychotherapeutic counsellor. Her specialties include: workplace health, resilience, energy for performance; mental well-being; coaching; leadership development; cross-cultural consulting and influencing; vendor contract negotiation and management; inspiring leadership; accomplished national and international conference speaker. She is an APECS Accredited Executive Coach and a Psychosynthesis Coaching Supervisor.



**Harriet Hanmer** is a psychologist specialising in leadership coaching and organisational development. She has a particular passion for combining this with the magic of equine guided learning. She has worked with executives from Apple, Ebay, Paypal, Nissan, Ashridge and government directorates. She is an experienced facilitator of group work, in particular for women, and is passionate about supporting the emergence of feminine qualities to rebalance gender dynamics in organisations. She graduated from the Institute of Psychosynthesis with an MA in Psychosynthesis Coaching in 2016. She is both a coach and a 5DL Psychosynthesis Coaching Supervisor. She is an experienced horsewoman and has a herd of four horses who join her in working with clients.



**Lisa Jelly** is an experienced HR professional having spent 22 years working in a range of corporate sectors including Tech start-ups, Retail, Logistics, Engineering and Not for Profit with youth organisations. For the last 10 years Lisa has coached senior leaders and professionals who are transitioning from one life or career stage to the next. She works with her clients to free their Will and cultivate a deeper connection to self, enabling them to find meaning, passion and purpose in their every day lives. Lisa is an EMCC accredited Senior Practitioner and holds a Certificate in Psychosynthesis Leadership Coaching from PCL. She is finalising her MA in Psychosynthesis Leadership Coaching.

TO APPLY for a place on the Course please go to: <https://www.psychosynthesiscoaching.co.uk/team-coaching-and-group-dynamics-training-2025/>

or to set up a zoom call with Aubyn: <https://www.psychosynthesiscoaching.co.uk/contact/>

