

Strategic coaching of a group (level 2)

Duration: 15 days

Audience: Coach

Who is this training for?

Internal or external coaches, human resources professionals, transformation project managers, advisors, internal and external consultants supporting organizational change, and team management professionals.

Training objectives

Build the list of key points to prepare and organize a collective coach intervention approach:

- team coaching, project approach, Innovation workshops, training-action.

Accompany the learning processes throughout the five stages of the strategic approach:

- Listen to the customer's request and practice framing the request.
- Learn to represent the interactions between the different actors, define a strategy, launch of the action, evaluation and follow-up.
- Design a pedagogical progression that brings coherence to the objectives and methods.
- Write the corresponding commercial proposals.

Acquire and develop skills as a pedagogue of change:

- Establish a contract: intention, objectives, evaluation criteria, monitoring.
- Train in the management and regulation of a group: use rational and projective methods to achieve objectives.

Get to know yourself better and develop your personal style:

- Identify your preferred mode of operation, your potential for development, the areas of development of your professional project.

Make an intervention diagnosis on the evolution capacities of its customers, to know where and how to intervene, based on the following elements:

- A global vision of the interactions linking people and teams within their environment.
- The positioning of the different players, the borders and areas of influence, the games and stakes, the room for manoeuvre to invent the future.

Summary

Team coaching training allows you to develop your posture as a team coach and to develop your ability to support a collective change project. Focused on the integration of the systemic approach and the learning of strategic tools from the Palo Alto school, you will learn to read the course of a team coaching intervention as a reflection of what may be happening in the organizational reality of your clients. You will also be led to explore these situations as so many hypotheses to be enriched and transformed by the clients themselves to succeed in their change project.

This course is based on International Mozaik's global and strategic approach to coaching and is accredited ACSTH (Approved Coach Specific Training Hours) by the International Coaching Federation (ICF).

Duration: 15 days

+ 5 hours of supervision included during the training

Total of \$9,000.

Course outline

Module 1

- Openness: the job, the keys to team coaching.
- To appropriate the compass of the collective coach to navigate in unknown territory and apply to current missions with high stakes.
- Shared vision of the learning network and prototype approach.
- Practice of the principles of structuring and evolution.
- Definition of individual and collective learning objectives: the spiral of becoming.

Module 2

- Collective leadership and launch of team coaching.
- Co-diagnosis of collective functioning processes and action plan.
- Change engineering: the strategic proposal, the collective pact and the preparatory interviews.
- The drafting of the offer and the biodegradable educational process.
- Application of a concrete case.

Module 3

- Putting into practice the coach/client alliance at the time of the presentation of the proposal.
- Training in the systemic debriefing of collective coaching sessions.
- Develop collective intelligence.

Module 4

- Accompany a team project in the position of coach.
- The 8 advantages of a quality relationship in a circular logic at the service of collective intelligence.
- Enrich the toolbox of the collective coach.
- Supervision of collective coaching approaches.

Module 5

- The stages of a creative project.
- Putting the concepts and the systemic process into practice.
- Practices of 35-minute team coaching sessions.

Approach and methodology

Pedagogical approach

The pedagogical approach is centered on the integration of the systemic way of thinking and learning strategic intervention tools: metaphors, analogies, paradoxes... The concepts and methodologies come from the theory of living systems and neuroscience. Participants are placed in a situation where they can experience and practice the methodologies and techniques presented, and theoretical materials allow them to formalize the achievements of the training. The pedagogical approach is linked

to the professional context of the participants in an interactive dynamic between training time and working time.

Everyone can experience a global and creative approach to coaching:

- Learn to read the course of a coaching session as a reflection of the organization to which the participants belong.
- Explore and integrate enriched options in the laboratory. The training allows you to work concretely on your ability to build a constructive relationship with your customers.

The situations brought by the participants are dealt with during the sessions and in the personalized follow-up sessions. Between the modules, the participants, gathered in groups of peers, experiment with the tools transmitted, work on some recommended readings and prepare the intervention of the last module.

Prerequisites

- Have completed International Mozaik's Level 1 - Fundamentals of Individual and Group Coaching (12 days) training or equivalent content.
- Have a concrete team coaching project or support for a collective project.
- Submit an updated CV and/or cover letter specifying your professional project.

For people who have not followed Level 1 - Cycles of the Fundamentals at International Mozaik or equivalent content, the participant's individual objectives (needs and expectations), the phase of progress of the professional project and the existing achievements will be collected during a preliminary orientation interview before the final registration, in order to validate the adaptation of the profiles to the announced content and to propose, if applicable, as a prerequisite, the completion of one or more Level 1 modules.

To ensure the quality of our training, each application is validated and the number of participants is limited.

Recommendations

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Be committed to a professional development approach in coaching.

- Actively participate in modules, labs and supervisory activities.
- Apply the learnings in a real team coaching context.
- Be open to a reflective posture and to questioning one's practices to benefit from exchanges and co-development with the other participants.

Certifications

ACSTH program accredited by ICF, part of the International Mozaik Certification. Our trainers hold the International Mozaik Certification (a minimum of 31 days of training, educational workshops and the writing of a defended dissertation) and are practitioners of collective coaching, PCC or MCC.

Accreditations

This cycle is integrated into the complete professional certification course "Training for the Coaching Profession" Level 2 by ICF.