



XENERGIE
Energising People

Certificate in Team Performance Coaching – Modular 7 Day Programme

(Foundation to Advanced Diploma in Systemic Team Coaching)

Teams are an important focus for performance improvement in every organisation. Most teams are in fact not teams at all, but groups of individuals who may not understand their inefficiencies, and how to address them until they are coached. Becoming a high performing team is a journey which takes time and commitment.

This Certificate programme provides a foundation level of team coaching practice within Xenergie's Systemic Team Coaching development suite, a suite of learning for coaches and consultants wishing to work in depth with culture, adaptive change and transformation in teams and organisations.

The Certificate programme specifically teaches practitioners to assess team strengths and weaknesses, facilitate awareness and develop performance coaching skills. Participants are encouraged to apply their learning and practice in designing and facilitating teams with the support of supervision and peer group consultations and study groups. On graduation, participants are also officially accredited in the world-renowned Belbin Team Roles by Belbin Associates UK.

On completion of the programme, students can if they wish progress to our Systemic Team Coaching Advanced Diploma to take the learning into a deeper and more strategic level of working with teams for culture transformation and innovation.

Certificate in Team Performance Coaching – Modular 7 Day Programme

Foundation Module A:

Assessing Teams -
Belbin Team Roles
Accreditation (2 days)^{1*}

Foundation Module B:

Executive Coaching Skills
(3 days)^{1**}

Foundation Module C:

Team Coaching Practical (2 days)

¹ Foundation modules A and B can be taken as standalone courses without completing the other modules.

* Those with existing accreditation in Belbin Team Roles are exempt from this module and may progress straight to Module B.

** Those with existing accreditation in executive coaching are exempt from this module.



Systemic Team Coaching Advanced Diploma

Transforming Culture and Enabling Innovation

This is a 7-module programme for consultants, coaches and managers who want to work in-depth with organisational change

**Foundation Module A:
Assessing Teams - Belbin Team Roles
Accreditation (2 days)***

The purpose of this module is:

- Understanding the nature of teams and Belbin Team Roles
- Analysing and assessing teams using Belbin Team Role reports
- Recruiting and selecting team members
- Experiential exercises
- Introduction to group process, applying Belbin Team Roles
- Homework – assessing a team
- Belbin Accreditation examination

**Foundation Module B:
Executive Coaching Skills
(3 days)****

The purpose of this module is:

- Introduction to coaching and ICF core coaching competencies
- The stages of the coaching process
- Why people change and why they don't – assessing coachability and developmental capacity in others
- Becoming a manager-coach – creating manager-staff learning partnerships for motivating people to achieve their potential and become more accountable and responsible for their own success
- Identifying the real need - unlocking the real issues that block progress and performance
- Questioning and Feedback that can deliver breakthrough
- Directive vs non-directive coaching and when and how to use both
- Creating well-formed outcomes
- Goal setting and planning

- Designing actions and personal development plans
- Balancing challenge and support to encourage accountability
- Situational leadership
- Moving from reactive to reflective
- Mastering ego states and drama triangles
- Seeing different perspectives
- Team group process study
- Project application

**Foundation Module C:
Team Coaching Practical
(2 days)**

In this module participants will learn to deliver and practice coaching short team events and executive development plans:

- Facilitating awareness – best practice for developmental executive coaching with Belbin Team Roles
- Developing a working hypothesis with team diagnostics – facilitating awareness and team culture risk analysis using a range of team reports and studies
- Introduction to systemic team coaching and developing a coaching culture in your organisation
- Designing and facilitating experiential group learning exercises
- Coaching teams to performance using Hawkins five disciplines and Five Dysfunctions of a Team
- Team Coaching skills practice using peer group study

Certification Requirements

Following completion of Module C, participants work with their peers to apply all learning and Results are presented to the group during an online session.

On successful graduation, students are encouraged to continue their learning with the Systemic Team Coaching Advanced Diploma and receive learning credits towards this programme.

** Those with existing accreditation in Belbin Team Roles are exempt from this module and may progress straight to Module B.*

***Those with existing accreditation in executive coaching are exempt from this module.*

Fees and Booking Procedure

The cost of the Certificate in Team Performance Coaching – Modular 7 Day Programme is €4,500

Early Bird discounts available – please contact us on +353 (0) 91 638769 for more details or email info@xenergie.com



XENERGIE

Energising People

COURSE FACULTY

Heads of Learning – Methodology Originators

Lead: Lorna McDowell (MAC / MA Organisation Analysis / Dip Coaching Supervision) and Gerry Ryan (Master Certified Coach MCC MICF)

Support: Kay Joyce (MA in Human Resources, Diploma in Learning and Development, Coaching Diploma) and Bernard Chanliau (Professional Certified Coach PCC MICF / MBS / MA Human Resources Management)

Supervision/Coach Mentoring: Lorna McDowell and Gerry Ryan (Master Certified Coach MCC MICF)

Module A - Belbin Accreditation: Angela Keane (MA in Coaching and Mentoring Oxford Brookes University)

Observers of Coaching Sessions: Gerry Ryan (Master Certified Coach MCC MICF) and Bernard Chanliau (Professional Certified Coach PCC MICF)

Complementary Experience Experts

John O'Boyle (B.Com) – Belbin Ireland

