



The **Team Coaching: Living Systems Approach**[®] is designed to enhance group capacity for synergy, ownership and performance. The approach has proven to be very powerful, both in supporting teams to raise their overall performance level, and in creating positive and spirited work cultures. The *Living Systems Approach*[®] is an "emergent model" process that transforms groups and teams through conversations and experiential activities that evolve specifically from the team's unique context and mandate.

Used with hundreds of teams since 1994, the team coaching process taught in this class has always worked, without exception. Teams can't help but be different as a result of this work.

In this course, you can expect to learn about a team/group coaching approach that:

- Confronts difficult issues positively
- Supports alignment on vision and purpose
- Clarifies goals and accountabilities
- Initiates cultural change
- Increases overall performance capacity
- Works effectively with teams in crisis
- Inspires team behavior that makes values visible
- Develops a safe, trusting team environment
- Facilitates creative problem solving
- Produces inspired and shared leadership

All leading to performance improvement and cultural transformation.

The focus of team coaching is:

- Clarity
- Accountability
- Awareness, reflection
- Trust
- Being/presence
- Managing negativity/doubts/inner critics
- An inside-out, transformative process
- Less emphasis on roles (but more on what needs to get done)

What you will learn:

- Team Coaching Model
- Guidelines and Principles for team coaching
- Key Team Coaching Skills
- Designing the Coaching Sessions
- The Team Coaching: Living Systems[®] Process
- Practical tips
- Lots of real world examples
- Opportunities to bring forward actual challenges that you face or anticipate as a team coach.
- You will discover new ways of expanding your acquired skills and enhancing your competence.

Objectives:

- Learn how to apply one-on-one coaching skills to team/group coaching
- Enhance your ability to create coaching materials that will create synergy, engagement and performance improvement for individuals in groups
- Experience first hand the opportunities and challenges that teams encounter in the process of change
- Explore the role coaching can play in enhancing a group's capacity to learn and grow, and as a result, perform at a higher level
- Work inside the context of a learning team, so as to experience first hand, the opportunities and obstacles teams encounter in the process of change
- Examine the role of the coach inside the team/group development process
- Learn how to use tools to support coaching conversations with groups and teams
- Increase your team/group coaching skills through practice team coaching and feedback
- Add value to your marketability as a coach

Designed by Adria Trowhill, MCC. Adria is the 2008 Canadian Coach of the Year, and a 4-time recipient of the prestigious ICF PRISM Award, recognizing outstanding organizational development through coaching. She is one of the world's most respected team coaches.

Testimonials:

"If you have a passion for helping teams and organizations realize their maximum potential, you don't want to miss Adria Trowhill's workshop! You'll learn about a proven team coaching approach that creates high levels of participation and collaboration and delivers a great return on investment for the client. We're excited about the difference it's making for the teams we've worked with at Mayo Clinic Hospital and Fresenius Medical Care.

Individual coaching unleashes the power of one. Team coaching unleashes the power of the team."

- Mark Hanna, ACC, Sandy Somers, ACC, Sally Stamp, Jeff Thoren, ACC – Valley Coaching Collaborative, Phoenix, AZ

"The Living Systems Team Coaching program is excellent. After taking the course, I immediately integrated the tools and techniques into my practice, and my effectiveness as a team coach has been greatly enhanced."

- Karen Ramsey, Past President, ICF-Phoenix Chapter

Team Coaching Course

Living Systems Approach™ to Coaching Collaborative Work Groups & Intact Teams

Taught by Adria Trowhill, MCC
ICF 2008 Canadian Coach of the Year, 4-Time PRISM Award Winner

When: June 23-26, 2015
(plus an extra half day to be scheduled with participants)

9:00-5:00 pm
Where: Adler international Learning Inc.
890 Yonge Street, 9th floor



CCEUs: This course has been approved by ICF for 23.5 CCEU hours.

Prerequisite: 30 hours of coach specific training from an accredited coaching school, OR group facilitation training and experience.

Cost: Only \$1,500 + HST

Includes all course materials, including numerous tools, templates and resources to use with teams. \$100.00 minimum nonrefundable deposit required to hold a spot.

Reserve your spot today! .

Register now at ncortes@adler.ca