



# INTRODUCTION TO TEAM AND GROUP COACHING

For professionals curious about coaching teams and groups as they navigate their way to success.

## Ready to learn about Team coaching?

Introduction to Team and Group Coaching is a practical programme of learning and participation offering a taste of both team and group coaching.

With 30 CCE PD hours.

*"Understanding the difference between a team and a group helped me design and plan what I can offer as a coach." Coach alumni from Team Coaching.*

*"Our team coach helped us shift to a new level of honesty and communication as a team. We have built our level of humour, our ability to be playful with each other. Which means we have better ideas!" Team member, coached by an alumni coach.*

**Do you know of a team that wants to be an even better team? Whatever that looks like to you – a team coach can help you get there!**

Many of us are in a team at work. Your work, and your results are interconnected with your team-mates. You make decisions together to deliver agreed results. Successful teams work together with a high level of trust. Successful teams are trusted by other teams and stakeholders.

Bringing a team together is not as simple as selecting a bunch of high performing individuals. Sometimes the most successful solo performers struggle to add value and might even impede collective outcomes, in a team environment.

A team coach supports teams (and groups) to map their strengths and their 'could be betters'; enabling them to scope their unique navigational tools and partnering them to plot their path across the often-wild seas of their environment to calmer waters.

Your team coach arrives into the team's ecosystem, ready to partner a team in their learning, their growth and their best outcomes. Team coaches can work with teams on: goals, strategies, agreed ways of operating; systems for communication and decision-making; equitable contribution, psychological safety and many other things.

**And groups.** Groups consist of individuals coming together to learn about similar things. A group of new leaders, learning about their individual strengths and work-ons or a group of supervisors, new to supervision, who are trained and now working together as a community of practice. Or a group of women in the workplace, traversing territories of change and resilience together. A group-coach will provide the space in which group members can develop their individual goals; design actions which move them forward; come together to reflect; plan next steps, and celebrate success.

## Who's this programme for?

### Coach/Facilitator

You may be an accomplished 1:1 coach? Or a skilled facilitator, already conversant with facilitating learning, or discovery processes with groups or teams of people. You may have some good ideas about the differences between teams and groups? About the varied sorts of interventions which can help a group or a team move towards more success?

### HR Professionals

An HR expert who sees the global trends and is seeking to leverage team coaching knowledge, understandings and skills to help your organisation make that shift.

### Leaders

You could be a leader, who wants to learn the 'coach-approach' to working with your team? A coaching champion who wishes to expand your offering to include groups and teams?

### A Team member

Or maybe you are simply curious – what is different about working with groups and teams using coaching? What are some of the structures or processes that I could employ to help my team, or many teams, to discover their 'even better' and succeed?

## The Content

**This is a practical programme in which you will learn:**

- What's different about a group and a team?
  - What are some useful processes and tools for working with a group or a team?
  - How does group coaching work?
  - How does team coaching work?
  - What are my strengths and my work-ons as a group or team coach?
- + a practical assignment with a team

# What will you need to consider?



**The programme delivers 30 hours of ICF approved CCEUs.** If you'd like us to work with your organisation to deliver this learning and development to a group (between 9 and 18 people) of your participants, let's negotiate the delivery schedule and cadence that works for you? Our public programme is offered in a combination of virtual and face to face sessions to optimise the value.

Each participant will need to identify a team (3 -9 people who work together regularly, towards a common set of goals) who are willing to be your 'coachee-team'. Each participant will work with their chosen team through the steps of a team coaching process including: identifying/scoping their need for coaching, the agenda for coaching, the coaching contract + delivering at least three coaching sessions with them + you will also get some feedback.

We recommend that you plan to attend all live sessions to benefit from learning as a group. However, sessions will be recorded for participants.

**ICF have approved 22 hours of Core Competencies and 8 hours of Resource Development for this programme.**

## Programme dates

### NEXT scheduled programme:

**Prep online webinar:** 19 Feb 2025 (1 hour)

**Live days** (in Auckland): 26 & 27 Feb 2025 (15 hours)

**Online Webinars** (x4): 5 Mar & 19 Mar, 3 & 17 Apr 2025 (1.5 hours each)

**Practicum with a team** : 19 Feb - 17 Apr (6 hours)

### Pricing:

**Per person:** NZ\$2,600 (+gst) • **Early bird** (until 1 Sep): NZ\$2,440 (+gst)

## Your Coaching Pacific Team



### Helen Zink

Helen Zink is a growth coach, leadership coach and team coach, with significant hands-on business and leadership experience at a senior level. Helen draws from a large toolkit, including coaching, team coaching, applied positive psychology, change management and other strategic tools and methodologies. She holds many qualifications and certifications, including: Advanced Certification in Team Coaching (ACTC) and Professional Certified Coach (PCC) with ICF, Senior Practitioner Team (ITCA Snr) and Individual Coach (EIA Snr) with EMCC, MSc (Coaching Psychology), MBA, BMS (hons), and others. Helen published [Team Coaching for Organisational Development: Team, Leader, Organisation \(routledge.com\)](https://www.routledge.com/Team-Coaching-for-Organisational-Development/Team-Leader-Organisation/book/9781032111111) in 2023.



### Mary Britton

Mary Britton, PCC Co-Director and Co-creator of Coaching Pacific, Mary trained for Results Coaching (now NLG) before joining Linley Rose, MCC, in developing Coach and Leadership education to a new level. Mary speaks to NZ groups and has spoken at global conferences in Korea (APAC), India, London and Australia. Mary is also a Coaching Supervisor, and a Coach Mentor. She has a BA (Massey), and a Diploma in Te Reo Maori (TW and Te Ataarangi).

*"When we are self-aware, we speak from a place of compassion, courage and creativity. Together we can learn to think more clearly, act in innovative ways, and achieve results we are proud of."* Mary Britton



### Andy Britton

Andy Britton, PCC. Since leaving the PWC Audit partnership Andy specialises in professional mentoring and leaderships coaching. He also consults with large private and public sector businesses in New Zealand, Australia and Globally. Andy is a director and co-owner of Coaching Pacific. He has a BSc (Hons) in science, is a Fellow Chartered Accountant (FCA) with both CAANZ and the ICAEW, and has served as a director on several boards.

*"Leaders who know how and when to use Coaching language make the biggest difference in the workplace. It is an essential skill if you want to generate greater engagement and cultural alignment in business."* Andy Britton

## Contact us

coachingpacific

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