



SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

Program INFORMATION

An EMCC-accredited program producing some of the most highly qualified and effective team coaches in the field today



Systemic
Team Coaching





Systemic Team Coaching® is an ongoing partnership – not a series of events – and the Renewal Associates Systemic Team Coaching® Diploma (Senior Practitioner) helps you learn how to partner a complex team during a coaching program lasting 9-12 months. During that time, you set a process in place which leads to learning and coaching occurring with your client team even when you're not there with them

Professor Peter Hawkins
Renewal Associates Chairman, Thought
Leader and Diploma Faculty



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Renewal Associates

Leadership | Board & Team Coaching | Supervision



Welcome

This EMCC-accredited Diploma enables experienced coaches, organizational development (OD) consultants and team leaders to become among the most highly skilled and qualified team coaches in the field today.

Since its inception, Renewal Associates has been committed to maintaining the highest professional standards and has become one of the world's leading coach training companies in close partnership with the Academy of Executive Coaching (AoEC), with programs accredited by the three top professional bodies: the International Coaching Federation (ICF), EMCC Global and the Association for Coaching (AC).

We can offer you professional certifications that are recognized internationally and the confidence that your training meets rigorous standards. Working in partnership with the AoEC, we have drawn on OD, behavioral psychology, coaching and team development theory to create the Systemic Team Coaching® Diploma (Senior Practitioner).

It provides the theory, tools, information, support and learning experiences to help you build and develop your skills as a systemic team coach.

Renewal Associates

Leadership | Board & Team Coaching | Supervision

About Renewal Associates

We exist to provide the highest quality accredited coach training to individuals and to facilitate culture change at all levels of an organization, encompassing both small and large scale transformations.

We achieve this through a combination of coach training, coaching, and coaching-based leadership and management development across the globe.

Renewal Associates boasts an international network of consultants, faculty and a pool of coaches trained to the highest global professional standards.

We believe that coaching unlocks the potential in individuals to be the best they can be and we are committed to helping you unleash your full potential.

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Program INFORMATION

EARLY BIRD:

**From
£8,995**

FULL PRICE:

**From
£11,995**



Prof. Peter Hawkins
program Lead

Program Description

The Systemic Team Coaching® Diploma program empowers you to coach teams and leaders in developing the collective leadership required to tackle today's multifaceted challenges.

This ICF-accredited program produces highly qualified Systemic Team Coaches, enabling you to make a significant impact in our complex world. Join our global community of over 200 strong, consisting of experienced coaches, OD consultants, HR professionals, and leaders seeking to enhance their team coaching skills.

Our expert faculty, with extensive experience in leadership, systemic coaching, organizational consulting, and more, have crafted an experiential program that applies Systemic Team Coaching® for the betterment of teams, organizations, and society

What graduates say about the program

'The STC program really transformed how I approach coaching, both for teams and individual executive coaching. What I learned has reinvigorated my coaching practice in many ways. The calibre of faculty is world-class, and I learned with some of the most astute coaches I have met in my 20 years of practice. This is a very rigorous program but the most powerful since becoming certified two decades ago.'

(2021 STCD North America Graduate)

'While it might seem a little dramatic to suggest this program is life-changing, it is certainly at the very least, paradigm-shifting and 'transformative'. A magic combination of compelling theory, reflective practice, cohort learning groups, applied learning with a real team, and the wisdom of mentors and supervisors yield an exceptional learning experience in which 'quality fails' are encouraged and supported. For me it was a 12 month experience that reconnected what had been disconnected in the very heart of my work as a facilitator, coach, and consultant and has influenced even my 1:1 coaching systemically'.

(2021 STCD North America Graduate)



Now, more than ever, organizations are aiming to encourage the best performance from their teams – and enable them to respond effectively to unprecedented change and uncertainty.

Systemic Team Coaching® provides a richer, more sustainable learning experience than other forms of team or group development. For people with strong coaching skills and an understanding of team development, it also presents an opportunity to expand their practice from working with individuals to enabling teams to function at their highest possible level.

Systemic Team Coaching®:

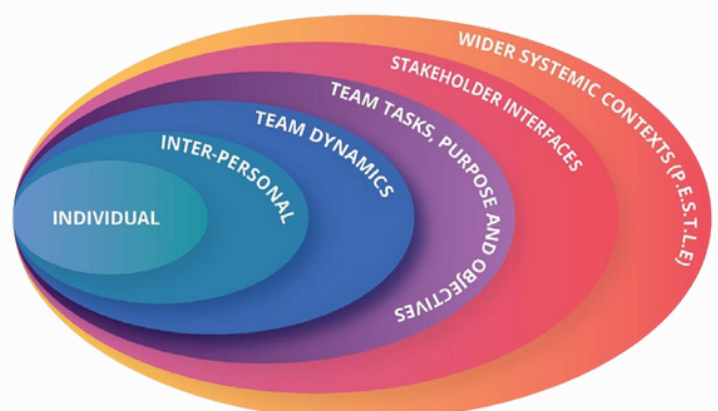
- is a powerful intervention for teams that creates high value for their stakeholders - including leadership, board and management teams
- lasts several months and is more rigorous than traditional team-building events
- creates alignment on the team's purpose and collective leadership
- enables effective engagement with stakeholders
- focuses the team on the value it can add
- improves team dynamics and ways of working
- enhances how the team learns and develops

The six lenses of Systemic Team Coaching®:

- through our 'systemic' approach, we facilitate the team in responding to the various systems in which they operate. Most team coaching focuses on the team's internal ways of working and relationships; Systemic Team Coaching® looks more broadly at the influences and connections outside the team, not just within it
- these wider systems include the team's direct reports and sub-teams, their internal stakeholders, customers, shareholders – and beyond to the political, environmental, economic, social/cultural and technical systems which will always influence them. Exploring these systems is a central theme in our team coach training programs

The six lenses of Systemic Team Coaching®

...generating value at the connections



SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

LEARNING OUTCOMES



A rich, multi-dimensional learning experience

Our faculty have combined their experience of organizational consulting, executive coaching, group dynamics, organizational psychology and other related disciplines, as well as many years at the senior levels of business, to provide an exciting, experiential program. They are all highly experienced Systemic Team Coaching practitioners and supervisors and therefore bring rich knowledge of what it is like to work in this field.

Learning outcomes

- the skills, experience and knowledge to be a Renewal Associates qualified Systemic Team Coach®
- a thorough understanding of the theory and practice of Systemic Team Coaching®
- a deepened level of systemic perceiving, thinking, doing and being
- experience of applying the Hawkins' Five Disciplines model to a client team
- enhanced confidence, authority, presence and resilience when working with teams at all levels
- understanding of yourself in your role as team coach
- development of your own signature model of Systemic Team Coaching® and a supporting marketing statement
- be accredited to use the Team Connect 360 diagnostic and experience of interpreting a TC360 report

Learning contexts

During the program you will work in a variety of learning contexts:

1. as a course participant with your faculty team
2. as a whole learning group comprising all members of the program facilitated by the faculty
3. as a team coach with an external client team:
 - between modules meeting with your organizational client team
 - during the modules examining your performance as a team coach
 - receiving supervision from faculty
4. in practitioner teams of four-six, working together on your client teams and providing supervision to each other. This will be facilitated by a member of the faculty in support of the practitioner team's learning

Learning routes

There are five primary learning routes in the program:

1. didactic input and discussion on the practice of Systemic Team Coaching® and the research and theory that underpins it
2. skills practice and supervision through:
 - team coaching with peers
 - working with the dynamics of a complex learning community
 - a team coaching case study with a client
 - use of the Team Connect 360 diagnostic tool
3. large group experience with observations, inputs, challenges and reflections from the faculty team who openly discuss their process
4. personal development through being a participant in the program, examining the process of being in it – while going through it – including the final assessment
5. individual tutorials and a final assessment viva

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WHO IS THIS FOR?



Before starting the Diploma, you must have completed either

- a) the Systemic Team Coaching® Certificate (Practitioner) plus the 8 hours of Action Learning and Supervision run by Renewal Associates in partnership with the AoEC
- b) the Systemic Team Coaching® Practitioner Certification run by coaching.com.

You will be:

an experienced individual coach with at least three years' practice having completed either a training equivalent to ACC (ICF) or Practitioner Level (EMCC).

OR



an external or internal consultant or HR business partner with a five-year+ career in organizational development and extensive coaching experience. You will be expected to be able to present your theoretical framework

OR



an experienced senior team leader with coaching skills. In all cases you will need to secure a client team, or be a leader of your own team, in order to complete a case study – which will be an important opportunity to experiment and practice your developing Systemic Team Coaching® skills.



I have found the Systemic Team Coaching Diploma a fascinating and thoroughly worthwhile exploration of team coaching. I have learnt a lot and changed my perspective as a consequence of attending this program.

Trevor Comyn

Director of Knowledge, Learning & Development, Mills & Reeve



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WHY TRAIN WITH RENEWAL ASSOCIATES?



Renewal Associates has built an enviable reputation for executive and team coach training, which equips participants with the skills to challenge themselves and their clients. At Renewal Associates we are proud of:

Our Approach



You are our primary focus

We believe in coaching you to be the best leader you can be. Learning to be a truly great leader and coach is a profound and personal journey and we are here to support you.



Our training is immersive

We bring you our deep understanding of the business world and how people function, grow and change. You will practice your coaching skills, experience being coached and benefit from observing others coach, in a safe learning environment.



We are business focused

Renewal Associates is uniquely business focused and the participants on the programs all share this common focus helping to bring your group together



You create your own coaching model

Our programs cover various existing coaching models. We also work with you to identify, mould and develop your model, style and signature.

Our talented people

Our respected faculty comprises highly-skilled team coaching practitioners who support our course attendees with unrivalled knowledge, expertise, industry links, passion and first-rate facilitation.

Our commitment to maintaining the highest professional standards

This program has been accredited by EMCC Global which is one of the industry's leading professional bodies and therefore offers you professional credentials that will be recognized internationally.

**Over the last 25 years we have
trained over...**

15,000

**people from nearly 100 different
countries**

Accreditation

EMCC Global: The AoEC holds the Global Team Coaching Quality Award (Senior Practitioner level) conferred by EMCC Global for the Systemic Team Coaching® Diploma (Senior Practitioner). Graduates of the Systemic Team Coaching® Diploma (Senior Practitioner) have completed the training requirements for EMCC Global Individual Team Coaching Accreditation at Senior Practitioner level. For more detailed information see the EMCC website.



ICF (International Coaching Federation)
Until 2023, the Systemic Team Coaching® Diploma (Senior Practitioner) was accredited for 121 ACSTH (Approved Coach Specific Training Hours). The ICF no longer offers this accreditation, but the hours can be used towards an ICF credential via the portfolio route and the ICF Advanced Certification in Team Coaching. For more detailed information see the ICF's website.

A supportive, dynamic coaching community

Once you have passed your Diploma you will join our alumni and have member's access to our dedicated website area with useful reports, articles and resources. You will be also be invited to alumni events, be eligible for discounts for related services and subscriptions and be part of the alumni LinkedIn community.

Global

Over the last 25 years we have trained over 15,000 people from nearly 100 different countries. We are a well-established, global organization and in collaboration with the AoEC, provide learning opportunities around the world and reflect the learning from working in diverse cultures in our program



Training and Support

What does our training and support give you?

Training

Renewal Associates was setup by our founder, Professor Peter Hawkins, who still runs training programs with us all over the world and is just as enthusiastic about coaching today as he was when he first developing the theory around Systemic Team Coaching® 40 years ago.

The limitation on group sizes and the immersive orientated nature of the courses allows for personal attention from our faculty and plenty of opportunity to put learning into practice. We are very proud of the programs we offer but don't expect it to be an easy ride – you will be stretched and challenged to be at your learning edge. Our faculty will ensure that the environment is safe enough for you to bring your whole self to the program.

Renewal Associates has developed the Systemic Team Coaching® Diploma (Senior Practitioner) program in partnership with the AoEC and together we have worked hard to continually develop our learning and our program reflects that.

Support

We have mentioned that our focus is on you throughout our programs, but this also continues after your training. We understand that you cannot stand still to remain competitive in the coaching industry and you may choose to specialize in a particular area. We aim to support your professional development and offer additional programs for coaches to broaden or deepen your expertise.

Also, once you have passed your program with us you will automatically qualify to join our alumni network. Here you will have access to our dedicated website area with useful reports, articles and resources. You will be invited to exclusive alumni events, be eligible for discounts for related services, be notified of special prices available on Renewal Associate programs and be part of the alumni LinkedIn community.

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Program INFORMATION

NORTH AMERICA 2025



About the program

Module Structure

14 days over a 10 month period

To create a vibrant learning community that parallels many of the dynamics of an organizational system, we have developed a structure that involves:

- a solid grounding in Systemic Team Coaching® that builds on your experience of completing the Systemic Team Coaching® Certificate (Practitioner) or equivalent
- three modules plus assessment and evaluation including fifteen virtual half-days, six in-person days, a half-day of structured online study, and a 1.5 hour viva
- a client case study which you will carry out for several months to practice and experiment. You will need to source your own client which could be a paid-for assignment or pro bono
- three individual tutorials to address theoretical, practitioner or personal development needs
- preparation for assessment, including sharing your own model of Systemic Team Coaching® and your client team case study during Module 3, and an additional half-day following Module 3 to support your viva preparations
- a free Team Connect 360 to support you with your case study
- submission of written papers on personal model, marketing statement and case study

Supervision

You will also need to attend four to six supervision sessions with an experienced team coaching supervisor as a part of your work with your client. The typical cost for this is around \$440(CAD) per session, usually payable by your client and agreed in your contracting with them. Supervision will be provided through our faculty or other suitably experienced and qualified team coaching supervisors.

Group Size

Maximum 26 participants

Price Information

Early bird fee from (limited to the first 10 paid enrollments):

CAD\$15,974 / USD\$11,101 / GBP£8,995

Full fee from:

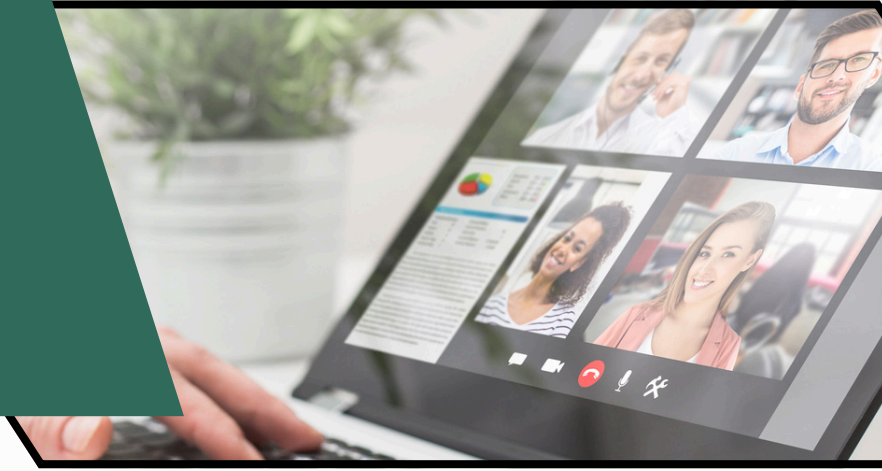
CAD\$21,301 / USD\$14,803 / GBP£11,995

all prices excluding VAT

Currency exchange date 6 Jan 2025

SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

MODULES



1

Systemic Team Coaching as an enabler of change: The Coach, the Team, the System

- **Virtual tutorial**
- **Setting the stage for Systemic Team Coaching® and the Diploma program** (2hrs online self study)
- **Working with teams: the role of contracting and containment** (Half day - virtual)
- **Engaging with the team in its context** (Three days - in-person)

2

Navigating Complexity with Confidence and Agility

- **Noticing and working with complex organizational challenges including working with executive, trustee and board teams - masterclass with Professor Peter Hawkins** (Half day - virtual)
- **Working with change and building resilience** (Half day online self study)
- **Practice and experimentation groups** (Half day - virtual)
- **Working with complex dynamics in the team and its wider systemic context** (Three days - in-person)
- **Seeing systems: noticing and working with organizational patterns - masterclass** (Half day - virtual)

3

Embedding Learning and Sustaining Transformational Change

- **Virtual tutorial**
- **Practice and experimentation groups** (Half day - virtual)
- **Working live with complex challenges** (Half day - virtual)
- **Practice and experimentation groups** (Half day - virtual)
- **Transitioning the team, reviewing the coaching engagement, and harvesting the learning** (Three half days - virtual)
- **Harvesting the learning** (Three half days - virtual)

Assessment

- **Virtual tutorial**
- **Reflection and viva preparation** (Half day - virtual)
- **Assessment and evaluation** (1.5-hour viva)



The program is transformational; I am a different coach as a result. It's offered me an opportunity to develop my practice at all levels; when working with individuals, teams and organizations.

It allowed me to bring together my life experience, previous training and development, as well as the learning during the program, to create my signature approach.

The faculty and participants were generous with their time and created a safe, but challenging, place to learn and grow as a systemic team coach practitioner. Highly recommended.

Rachael Hanley-Browne
Owner and Director, The Team Lab



SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

ASSESSMENT AND EVALUATION



Assessment criteria:

To complete the program and become an accredited AoEC/Renewal Associates Systemic Team Coach, you will need to produce the following as part of our assessment criteria:

1. Your personal differentiated signature approach to team coaching. This work will help you to develop your own unique systemic team coaching approach, drawing on the experience gained throughout the program, your self-study and reflection and the work with your client team. This will be the foundation of your marketing approach for systemic team coaching, this should include:

- a written paper of between 3-5,000 words, which describes your model and the academic theory that underpins it
- a marketing statement, targeting potential clients, of between 600 and 1,000 words

2. A written account of your client case study

- a full case study of between 3,000 and 6,000 words
- summary of the case study for marketing purposes, of fewer than 1,000 words, which you will give to your client team for sign-off

The deadline for this work is usually six months following completion of the final module.

Supervision

Supervision is critical to our work as Systemic Team Coaches and you are required to have supervision for your client work during the program. We suggest six sessions and a minimum of four should be completed before you can proceed with your assessment.

Viva

Following submission of your case study, you will attend a 1.5-hour viva, with a member of our Global Faculty Team, usually via video conference. This will give you the opportunity of expanding on your written work, helping to clarify and address any questions that have arisen during the assessment of your work.

Assessment results

Assessment results will be sent out to you within one month of your viva. You will receive a short, written report. Both parts of your Differentiated Signature Approach paper and your Client Case Study will be awarded either a Pass which indicates that you have fully met the assessment criteria, or an Incomplete, which indicates that one or more of the criteria have not been fully met. In the event of an incomplete, you will be given clear guidelines on what you need to address and a new deadline by which time you can resubmit your work with the changes addressed. Further information will be provided in the course handbook

SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

TEAM CONNECT 360



You will be accredited to use the AoEC's Team Connect 360 diagnostic

Our unique 360 feedback tool quickly and efficiently generates insights into how a team is perceived, both by its stakeholders and by members of the team itself. Only participants of the Systemic Team Coaching® Certificate are accredited to use this powerful online team 360 tool, and Diploma participants have the option of using this at the inquiry stage of their team coaching case study. The results of Team Connect 360 are automatically collated into a clear and easily understood report, enabling a team and their coach to identify topics on which they can focus in a team coaching program. Once stakeholders have been identified by the team and its leader, their feedback is gathered online (the site can be accessed through a PC, tablet or smartphone). The questions and report are designed around Peter Hawkins' Five Disciplines model and covers:

1. **Stakeholder expectations** – what the team is required to deliver
2. **Team tasks** – what the team does to meet those expectations
3. **Team relationships** – the interpersonal and group dynamics
4. **Stakeholder relationships** – how the team connects with those it serves
5. **Learning** – how the team develops to meet future challenges
6. **Productivity** – the team's capacity to deliver

Benefits to team coaches and their clients

- speed and efficiency – conducting interviews and analysing data usually requires several days' work but TC360 does it for you
- easier than arranging interviews – this online tool resolves issues of geography and time difference
- a very clear and user-friendly report
- no need to prepare a slide deck as all the information is clearly shown in the report
- objective data removes the issue of coach bias from interviews
- seeking stakeholder involvement sets the tone for the systemic nature of your interventions

How is the data gathered?

Respondents can be invited to complete a short online questionnaire that addresses six areas of team performance.

For stakeholders, there are just three questions in each of the six areas – simply requiring a numeric score. There is also an invitation to include comments.

For team members, there are two more questions in each area addressing what is happening inside the team that only they will know about



This course not only transformed my approach to coaching teams, it helped transform my business by breaking into an area I had long wanted to involve myself in.

David Kesby,
organizational Coach and Author



The Systemic Team Coaching Diploma has been one of the most valuable trainings I have had as coach and team coach – and working in parallel with our own client team during the program added tremendous value.

Annette Kledal
Partner and ICF Professional Certified Coach





SYSTEMIC TEAM COACHING® DIPLOMA (SENIOR PRACTITIONER)

MAKING TEAMS WORK

NORTH AMERICA 2025



An excerpt from an article written by Professor Peter Hawkins, John Leary-Joyce and Hilary Lines

The western world is not short of external and internal individual coaches, nor of facilitators or trainers. What is desperately needed is systemic coaches who can combine a mastery in coaching and partnering skills with the development to work at depth combining attention to the individual, team, inter-team, organization and wider systemic levels. To train such systemic team coaches is not just about them learning the models mentioned above; not just about learning the tools for each of the five disciplines and when and how to apply them; not just about shifting one's focus from individuals to the team as a collective entity; but most importantly developing the ability and capacity to both think and be systemic. To make this shift we engage our program participants in a development journey of three core interrelated parts:

1. the 'what' of Systemic Team Coaching®: This involves developing a new set of lenses through which to see a team and its challenges in a systemic way; and developing clarity about the role of the coach as a facilitator of change within this system.

2. the 'how' of Systemic Team Coaching®: Here the coach develops a broad repertoire of tools to help the team develop excellence in the Five Disciplines. The focus is on building expertise and versatility so that the coach has a range of approaches on which to draw to suit different situations and cultures.

3. the 'who' of Systemic Team Coaching®: In some ways the most demanding of the three, this requires the coach constantly to develop and hone their personal ability to tune into systemic pattern and to use this ability to best help the team. This is also about building resilience: the greatest value that a systemic team coach can bring often lies in mirroring and challenging existing patterns of behaviour. This requires the ability to create the space where tension can be addressed constructively in order to create leadership value.

Our three-day Certificate program invites participants to start this development process, providing a firm foundation in the core concepts and approaches and applying these with either a live team or our carefully constructed team simulation. It also forms the training and licence to deliver and debrief the Team Connect 360 diagnostic.

The one-year Diploma program deepens and strengthens team coaching practice by accompanying students as they apply the approaches in an on-going relationship with a team client over the course of the year. The program encourages constant learning through new input, experimentation, feedback, reflection and supervision of practice in live client cases and by working within an intense learning community, which provides learning and application in multi-level systemic thinking.

We have been greatly privileged to share these programs with highly skilled and resourceful groups in many parts of the world, and there has not been one certificate program or Diploma module that has not taught us something new.

For further information please contact:

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Associates** 
Leadership | Board & Team Coaching | Supervision

www.renewalassociates.co.uk