



Team Coaching Program Curriculum

Get Certified by Us and/or the ICF

The Center for Executive Coaching offers a powerful Team Coaching program with two options for certification designed to give you the tools, training, and credentials to coach any team with confidence.

Whether you are seeking our CEC Team Coaching certification or pursuing the ICF Advanced Certification in Team Coaching (ACTC), we prepare you for maximum effectiveness in any team coaching situation.

Blend of Self-Study and Optional Live Webinars

The CEC Team Coaching program is experienced through a mix of self-study (engaging with digital learning modules, watching recordings, readings, etc.) and optional live webinars with faculty and peers.

Team Coaching Demands More than Theory

Our belief is that no one approach can fit all teams, and to effectively prepare to coach teams, you need more than theory. It's essential to consider real-world examples and learn what worked, what didn't, and discuss the principles of team coaching that can be applied to each unique scenario.

For that reason, our curriculum centers around the review of 30 real team coaching cases that are based off actual experiences our founder and faculty have had in their own practices.

Preparing You for Immediate Success & Differentiation

While we cover everything needed to align with ICF Team Coaching Competencies, we also go beyond and discuss a multitude of frameworks and processes for different teams. The culmination of the program is your presentation of your own proprietary team coaching framework you will have developed through our program.



Curriculum Overview

How to Get Certified – Overview of Requirements

Definitions of Team

Coaching a Team vs. Coaching a Group

Review of Active Inquiry

Distinctions to Listen for when Coaching Teams

The Process of Team Coaching

Team Kick Off

Mid-Course Check-In/Work-Out Session

A Comprehensive Team Coaching Process

Contracting with the Client and Sample Proposals

Proposal: Team Kick-Off

Proposal: Mid-Course Check In

Proposal: Team Working Session

Proposal: Comprehensive Team Coaching Engagement

Using Data with Team Coaching

Verbal Interviews & Feedback

Impromptu Feedback & Examples in Team Coaching

Review of ICF Team Coaching Competencies

Curriculum Overview

Case Studies

1. Case: Team Coaching Before the Team Exists
2. Case: The Start Up Team
3. Case: Scoping and contracting
4. Case: The Team Dashboard
5. Case: High-Stakes Influence Conversations Coaching
6. Case: Resolving conflict (including conflict assessment)
7. Case: The Dysfunctional Non-Profit Board
8. Case: Remote work & finding time to connect with individuals
9. Case: Situational leadership
10. Case: Setting clear expectations
11. Case: Messages that engage team members
12. Case: Teams and Toxicity
13. Case: Acknowledgement & celebration
14. Case: Conflicts of interest on the team
15. Case: The recruitment gap
16. Case: The multinational, multicultural, remote team
17. Case: Triple Constraint conundrum
18. Case: Approaches to improve team member performance
19. Case: Transitions
20. Case: Transformational team where leader perceived as weak
21. Case: Consulting or ad hoc project team
22. Case: Executive team having challenges setting strategy
23. Case: Executive team with stuck change initiative
24. Case: Merged team
25. Case: Perceived lack of fairness
26. Case: A Floundering Sales Team
27. Case: The blood feud

Curriculum Overview

- 28. Case: Member of the team abruptly resigns
- 29. Case: The rogue team member
- 30. Case: The brilliant jerk's impact on a team
- 31. Case: Leader not going first
- 32. Case: Junior members feel that they lack a voice
- 33. Case: Hunters v. Farmers
- 34. Case: The bunker mentality in a high stress working environment

This program goes beyond listening and reading. Throughout the program, participants will be expected to:

- Review Literature and Media on Teams
- Interview Teams for Research
- Develop Two Marketing Messages to Positioning Team Coaching

As a final submission, each participant will develop their own approach to team coaching to be reviewed by the CEC faculty and, if appropriate, discuss the approach live with peers.