Systemic Team Coaching

www.associationforcoaching.com
Systemic Team Coaching

with Prof. Peter Hawkins

19th September, 3rd and 17th October 2018

“promoting excellence & ethics in coaching”

www.associationforcoaching.com
Three webinars

- What is Systemic Team Coaching and why is it important? 19 September 2018
- The CIDCLEAR and Five Disciplines models and how to use them with teams. 3 October 2018
- The latest development in Systemic Team Coaching – Connecting team coaching to the wider business eco-system. 17 October 2018
Webinar 1:
What is Team Coaching and why it is important?
Let’s start with contracting.

Please close your eyes and ask yourself:  
– “Who does your work serve?”

Try and picture these stakeholders.

Now ask yourself the question, what do you need to learn on these seminars for 100 of your stakeholders to benefit from you having the privilege of attending them.

Please put your answer in the Q & A box.
Systemic Team Coaching

• The fastest growing form of coaching globally (Sherpa, Ridler and Henley Surveys).
• Three day Systemic Team Coaching Certificate programmes in over 50 countries and Diploma programmes in three continents.
• What is it and why is it important?
Organizational learning must equal or be greater than the speed of environmental change

The Darwinian Law of Organizational Survival.
Connecting four aspects of systemic change

- Changing environment
- Strategy
- Change
- Leadership
- Culture
Strategy in one question

“What can you uniquely do that the world of tomorrow needs?”
Grandchildren’s questions

“What were you coaches doing, while you were creating a VUCA (Volatile, Unpredictable, Complex and Ambiguous) World?“

“What were coaches and leaders doing in your greatly privileged world, when you were leaving us a legacy of a world of greater demand, growing expectations and diminishing resources?”
The challenges for us all: greater demand, higher quality, lower cost and more sustainable

Increasing expectations
The rest want the best

Decreasing resources
1.5 globes today – 5 by 2050

Increasing demand
7.6 Billion – 10 Billion
Tomorrow’s world

1. Unceasing and accelerating transformation
2. Technological and digital revolution
3. Disintermediation and ‘Uberization’
4. Hollowing out of organisations & the growing complexity of the stakeholder world
5. Globalisation
6. Climate change
7. The need to learn and adapt faster

Tomorrow’s Leadership and the necessary revolution in today’s leadership development, Research Report, Professor Peter Hawkins, Henley Business School, March 2017
“Disruption is the new norm”

“The global economy has changed forever. The era of traditional, hierarchical market domination by dinosaur companies is coming to an end.”

Ismail (2014: 126 & 135)

‘You are either disrupting yourself, or someone else is – sitting still equals death.’

(Diamandis in Ismail 2014: 303).
The challenges for today’s leadership teams

- Managing expectations of different stakeholders
- Both running the business and transforming it
- Being members of multiple teams
- Working with systemic conflict
- The world becoming more complex and interconnected
- Working virtually
- The major challenges lie not in the parts but in the interconnections
The journey from team manager to team coach
We need to ask

“What can team coaching uniquely do that the world of tomorrow needs?” and

“How do we gear up for tomorrow’s needs?”
The world needs more systemic team coaches. Are we ready for the challenge?

1. Clarify what are the different types of team coaching
2. Move from events to alongside relationship
3. Individual coaching needs to include supervising executives on how they coach their own teams
4. Learning the range of coaching methods for all five team disciplines
5. Learn to think and be systemic
Why Team Coaching is the fastest growing form of coaching world-wide
The difference between Group Coaching and Team Coaching

**Group coaching**
The clients are individuals who are receiving coaching in a group setting. The goal is the development and learning of all the individual coachees so they can better engage their stakeholders.

**Team coaching**
The client is the team and not the individuals that make up the team. The primary goal is the development and learning of the team so that it can co-create greater value with and for all its stakeholders.
The extended team coaching continuum

- Team Facilitation
- Team Performance Coaching
- Leadership team Coaching
- Transformation Leadership Team Coaching
- Systemic Team Coaching

- Process Focus at events
- Task and Process Focus
- Task, Process And Stakeholder Focus
- Task, Process, Stakeholder and Organizational Transformation Focus
- Task, Process, Stakeholder and Organization and system Focus

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Level 1: Team coaching

sees the team as created by the individuals within it and focuses on the inter-relationships between the individuals and what the individuals want from the team. Consensus and harmony are highly valued. Individuals and interpersonal relations are the centre of focus.
Level 2: System Team Coaching: Coaching the Team as a System

considers the team as a living system, as more than the sum of its part. Effective meetings, generative dialogue and collaboration are highly valued. The team dynamic is the centre of attention.
Level 3: Systemic Team Coaching

sees the team more complexly as existing to create value with and for all its stakeholders. It focuses on who the team is there to serve and considers the future needs the stakeholders have of the team. ‘Future back’ and ‘outside-in’ engagement are highly valued. The dynamic relations between the team and its wider systemic context is the new centre of focus.

Helping Teams move beyond high performance to “co-creating more value with and for all their stakeholders.”
Systemic team coaching

“Systemic team coaching is a process by which a team coach works with a whole team, both when they are together and when they are apart, in order to help them both improve their collective performance and how they work together, and also how they develop their collective leadership to more effectively engage with all their key stakeholder groups to jointly transform the wider business.”

(Hawkins, 2011 & 2014)
The five disciplines of high performing teams and boards

CLARIFYING
- Team Charter
- Team KPIs
- Primary purpose
- Goals
- Objectives
- Roles

COMMISSIONING
Ensuring a clear commission for the team and contracting on what it must deliver. Selection.

CO-CREATING
- Interpersonal
- Team Dynamics
- Team culture

CONNECTING
And engaging all the critical stakeholders

CORE LEARNING
- Co-ordinating
- Consolidating
- Reflecting
- Learning
- Integrating
Webinar 1: What is Team Coaching?

PAUSE FOR QUESTIONS
ICF-Accredited Diploma in Systemic Team Coaching

(ICF-Accredited, Masters-level)
Starts February 2019 - London
Certificate/Diploma Foundation places still available:

London: Sept, Oct, Nov 2018
Serbia: October 2018
Dubai: October 2018
Geneva: September 2018
China: December 2018
New York: January 2019
Sydney, Australia: March 2019
Singapore: March 2019
China: March 2019
Lisbon, Portugal, May 2019

Visit www.aoec.com/training for more information or contact fiona.benton@renewalassociates.co.uk
THANK YOU!

Prof. Peter Hawkins
19th September 2018
Thank you!

If you want to follow up then please feel free to contact me:

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