# METACOACH SYSTEMIC TEAM COACHING Coach training

*Systemic Executive and Team Coaching Workshops for Coaches, Consultants, Leaders and Managers*

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All the team coaching workshops presented below are open to participation by leaders and managers.

## THE 9-day METACOACH ACSTH TEAM COACH training and Team coach SUPERVISION PROGRAM

The METACOACH program is tailored to develop competent team and organizational systemic coaching professionals.  It is also particularity useful for entrepreneurs, start-up partners, and leadership core teams.  It is an ICF-validated ACSTH coach-training program.

Attendance to the full Metacoach team coach training program - three two-day workshops *plus* three days of team-coach supervision - meets the requirements of a ACSTH coach training program in order to apply for ICF certification, and qualifies to confirm ICF membership.

**The METACOACH team coaching training program:**

- Counts for 63 ICF ACSTH or CCEUs for all workshop attendance and practice in delegated teams, *plus* thee hour of individual mentoring for each day of Supervision.
- Is a complete, comprehensive progra that includes days of team-development practice between the participants organized in network-teams.
- Is franchise-free: no strings attached. It is up to participants to learn and immediately implement each and all the offered systemic Metacoach team coaching skills and tools
- Is designed for any beginning or confirmed executive coach, consultant, internal or external coach, trainer, executive coach, partners, core team, network coach or team coach...
- Is delivered on ZOOM by Alain Cardon, MCC (International Coach Federation) in English or French.
- Can be delivered anywhere in the world by validated other trainers for groups of up to twenty self-organized independent coaches or more formal coach teams that practice their profession within a coaching organization.
- Can be included within a coaching school or larger team coach training program (as a visiting professor).

To consult the full program for coaches, leaders and managers

**ONLINE OR ON LOCATION ?**

Upon resquest by constituted groups and for orgnizations, the full METACOACH coach training program, individual workshops and supervision can be delivered:

- In Paris France (in French)
- In Bucharest, Romania (in English)
- In Madrid, Spain (in English and Spanish)
- Online

Participants in the English-language East European METACOACH training program (ONLINE) come from diverse countries such as from Romania Russia, Moldavia, Ukraine, Bulgaria and Turkey.  Some have attended from as far as Spain, Geneva, Brussels, Finland, Germany, Italy, and even Canada.

Other ONLINE METACOACH programs are organized for other time-zones (Middle-East in English, South America in Spanish...)

For dates, locations, prices and to register

***THE METACOACH PROGRAM***

The online program presented below is designed as an active, comprehensive learning environment within which coaches, executives and leaders mix and are expected to gain new awareness, change perspectives, acquire practical tools and skills, practice team-coaching behaviors, get team-coaching supervisions, set objectives to develop collaborative skills in their personal and professional lives, and develop networks with other participants.

The program designs rest both on theory and practice, and on delegated learning in learning tems and networks, and receive individual coaching and mentoring. Its learning architecture models an empowering management mind-set and approach. This learning architecture allows each participant to actively learn in teams by collectively practicing and experimenting on their own rhythm, so as to come to their own conclusions and decisions. The program presented below also model learning processes that are in keeping with ICFl coaching mindset, operational principles and ethics.

To acquire a KINDLE book on Team and Organizational Systemic Coaching

## Days 1 & 2: COLLABORATIVE, DELEGATIVE PROCESSES FOR SYSTEMIC TEAM AND ORGANIZATIONAL DEVELOPEMENT

The program is kicked off with two intensive days to acquire specific skills to better lead individuals and teams as performance-focused collaborative environments.

**Outcomes:** Participants will acquire:

- A clearly defined and new systemic understanding of how to develop teams into results-oriented and truly participative, empowered organizational environments.
- A set of specific tools and skills to help each create such an environment in their own teams and organizations or the ones they accompany as consultants and coaches.
- All shared tools are free of royalties and can be immediately applied by professionals following the workshop.
- A new comprehensive systemic understanding of the mindset for effective delegation and empowerment in teams and organizations, and the practical strategies to go with it.

- Personal behaviors that will help each define and assume pertinent positions and actions as team members, team leaders and team coaches.
- A new awareness, tools and skills to accompany large systems of fifty or more employees while these work on achieving their strategically defined operational successes.
- New tools and skills to effectively develop collaborative behaviors, run effective meetings - online or not - clarify information flow, stop rumors, make and communicate collective decisions, follow up action plans, etc. in performing teams and organizations.

This workshop delivers a transformational model that can be implemented within client teams either with a training and consulting approach, or emerge with the Métasystème systemic team coaching or organizational process. It has proved its effectiveness in numerous client teams, to help achieve much better measurable results on the one hand, and to help change management cultures and behaviors on the other.

Consequently the systemic delegation coaching model offers a communication architecture that permits a gradual shift in team and organization paradigms and cultures. It facilitates collective growth towards better transversality, ownership, accountability, team maturity, focus on results, confrontation, and general business sense.

Basic understanding of management and coaching is necessary as this workshop will not cover the fundamentals of a management or coaching posture.

**NOTE:** The workshop is followed-up within participant practice groups or networks, one full afternoon per week. This delegated learning process between sessions perdures throughout the three-month program.

## Days 3 & 4: INDIVIDUAL, TEAM AND ORGANIZATIONAL BEHAVIORAL PATTERN RECOGNITION AND COACHING

**PROGRAM:** Two intensive days of theory and practice on how to recognize systemic behavioral patterns that equally apply to individuals, teams and organizations. An extremely useful team-coach skill when coaching any or all of these simultaneously. This program delivers a truly original systemic perspective focused on how categories of processes, forms, shapes and patterns can help us define system profiles, evolution and results.

How do similar patterns and shapes characterize all systems? How do all individual, collective, private, professional, social and political systems grow, evolve, dissolve, transform, mutate, evolve in time, reconfigure, etc?

**Outcomes:** The participants will acquire:

- A clear understanding of their own personal behavioral patterns: including how they tp into their personal potential and meet challenges as team members, executives, managers, coaches or consultants. Knowing one's key process patterns and their potential is of the utmost importance when facing others or a team, when participating in system growth, when coaching system development processes, etc.
- A revisited understanding of teams as performance achievers and project and the central part they play in achieving organizational results. A clear understanding of system phases of development, of how to appropriately accompany each phase.
- A deeper knowledge of team and organizational cultures based on their key patterns: how to adapt one's coaching and management strategies to help each type of culture benefit from its full specific potential. How to accompany cultural change?

Training to the online systemic Self-Coaching Journey, to accompany individuals and teams as they diagnose their own pattern limits, and develop tap into their intrinsic potentials. This tool can be central in any personal and team coaching process.

Connections with other existing management models, such as Blake and Mouton, Hersey and Blanchard, Process Communication (Taïbi Kahler), time management models, motivational models, ethnological models, etc.

A general, practical introduction to systemic theory as it applies to leadership, project management, organization development, family coaching, team coaching, organizational coaching, etc.

Basic knowledge of coaching and management is necessary, as this workshop will not cover the fundamentals of a coaching or managerial posture.

**NOTE:** The workshop is followed-up within participant practice groups or networks, one full afternoon per week. This delegated learning process between sessions perdures throughout the three-month program.

To find out more about prices, dates and locations

## Days 5 & 6: THE BREAKTHROUGH PROCESS TO ACHIEVE EXTRAORDINARY INDIVIDUAL, TEAM AND ORGANIZATIONAL RESULTS

Two intensive days of theory and practice on how to radically change personal and corporate frames of references concerning the way individuals, teams and organizations set measurable goals, in order to achieve extraordinary results or ROI.

**Outcomes:** As networks, participants will engage in collective practical work concerning their own businesses and business models, such as:

- Revisit their current year goals and expected outcomes in the fields and dimensions of their choice, and reevaluate them in the light of their full potentials.
- Replace limiting personal and corporate self-confirming beliefs and behavior patterns concerning possible achievements with others that can permit the full expression of their talents and potentials.

- Acquire a process by which they can accompany their teams, organizations and clients to achieve extraordinary financial, growth, quality, safety, etc. measurable results in a very short period of time.

- Reconsider their frames of reference in order to lead their personnel, teams and organizations to overachieve, or develop by 20% or more yearly.
- Learn a delegation process focused on outcomes that can help their teams and organizations develop to expressing their full potential.
- Develop the appropriate posture to accompany individual, team and organizational clients while they design and implement success patterns to become the performance benchmarks in their fields.

Basic understanding of management and coaching is necessary as this workshop will not cover the fundamentals of a management or coaching posture.

**NOTE:** The workshop is
followed-up within participant practice groups or networks, one full
afternoon per week. This delegated learning process between sessions
perdures throughout the three-month program.

## DAYS 7-8-9: TEAM-COACH SUPERVISION

Metasystème has long offered coaches arenas for one-to-one coaching supervision. These three last days of the METACOACH training program are focused on TEAM-COACH supervision.

They are structured and organized so as to allow coaches to coach teams, and then be supervised on their skills. The three days will simultaneously offer the program's network-teams an arena to be coached, to model team work, executive team meetings, to volunteer and solve personal and professional coach issues, to develop systemic team-coaching presence and skills, to work on professional ambitions and action plans, to practice key coaching skills, to develop strategy, to learn to mentor team coaches and managers, etc.

All this is covered simultaneously, in a systemic fashion, in a truly original, multy-layered systemic learning process focused on team coaching.

**NOTE:** This workshop icanfollowed-up by continuing participation in the program's practice groups or networks.. This delegated learning process can perdure beyond the three-month program.

To find out more about prices, dates and locations

***ANOTHER ACSTH TEAM-COACHING WORKSHOP***

## PERSONAL AND PROFESSIONAL RISK MANAGEMENT, (The cubes Exercise)

This two-day workshop can be independently attended, separately from the METACOACH program. It is designed around a goal-setting and achievement exercise that reveals individual and collective risk-management patterns, strategies and processes. It has been successfully used to accompany individual and team risk management for airline pilots, bankers, entrepreneurs, sales forces, high potential sports champions, etc. Be prepared to actively participate, i.e. discover your own success patterns and decide if how you may want to improve them.

**Outcomes:** Participants will:

- Explore and revisit their current risk-management processes in how they set goals and achieve results in the fields and dimensions of their choice.
- Get firsthand experiential learning on the effects of comparative benchmarking, competition, rewards, recognition, peer pressure, hierarchy, etc. on their risk management patterns and results.
- Know which limiting personal and corporate beliefs, behavior patterns, processes and procedures need to be modified or replaced to achieve better risk management and more satisfactory results.
- Acquire a practical tool by which they can accompany their teams, organizations and clients to reconsider how they manage risk (or non-risk) to achieve better financial, growth, quality, safety, etc. results in a very short period of time.
- Reconsider their frames of reference as to why and how some people, teams and organizations overachieve, or yearly develop by 20% or more.
- Learn criteria that can allow them to better manage or coach projects, careers, business ventures, sales teams, or any situation focused on achieving goals.
- Develop the appropriate posture to accompany their personnel, teams and organizations to design and implement success patterns and become the performance benchmarks in their own fields.

Basic understanding of management and coaching is necessary as this workshop will not cover the fundamentals of a management, coaching or team-

coaching posture.

**Trainer:** Alain Cardon MCC, Foremost internationally recognized specialist on executive and team coaching.

To find out more about prices, dates and locations

Attendance to the systemic METACOACH team coaching training program presented above or to the Risk-management workshopall provide ICF CCEUs (7 CCE hours per day of training or supervision).

Just attending the METACOACH program is an ACStH systemic team-coaching training program validated by the ICF.

The **Fundamentals of Systemic Coaching** is another 9-day Metasysteme ACSTH coach training program more focused on acquiring individual coaching skills. The ACSTH ICF validation guarantees both the quality of these coach training programs and their appropriateness to your coach training and development concerns.

To contact us

To consult dates and prices for the Bucharest Program