



**GOLDVARG**  
Consulting Group



# TEAM COACHING CERTIFICATION

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**Tuesdays, May 14 to September 3,  
2024 Cohort 8**

**AATC**

ADVANCED ACCREDITATION  
IN TEAM COACHING

**ICF**

**CCE**

ICF CONTINUING  
COACH EDUCATION

**ICF**

## TEAM COACHING CERTIFICATION

This program offers trained and experienced coaches an opportunity to learn and develop team coaching skills. The program follows the ICF Team Core Competencies and includes readings, lectures, group discussions, exercises, and case presentations.

# PROGRAM OBJECTIVES AND METHODOLOGY

## OBJECTIVES

By the end of the program, participants will be able to:

- Understand and implement the ICF Team Core Competencies
- Understand the process in team coaching interventions
- Differentiate team coaching from other modalities such as team building, and group facilitation
- Recognize the five dysfunctions of a team (Lencioni model)
- Understand the complexity of team coaching
- Recognize the role that diversity and inclusion play in team coaching

## METHODOLOGY

The Program is presented in nine sessions, covering the eight ICF Team Coaching Competencies. Each session lasts four hours, from 8 AM to 12 AM PST, every other week from May 14 to September 3, 2024

When missing a session, participants need to watch the recording and prepare a report answering preassigned questions before the next session.

Participants also need to prepare book reports and engage in discussion forums around the program readings. They will apply the learning from the program with a real team and receive team coach supervision.

Additionally, participants will engage in a team experience with other colleagues. The program consists of 60 hours and offers the ICF AATC, Advance Accreditation in Team Coaching and up to 40 CCEs.



# PROGRAM:

## Session 1: Demonstrates Ethical Practice

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- Differences between team coaching, team building, team training, team consulting, team mentoring, team facilitation, and other team development modalities.
- The role of the team coach, knowledge and skills required
- Developing trust, transparency, and clarity as a team coach
- Understanding the team coaching process

## Session 2: Establish and Maintains Agreements

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- Best practices for team coaching contracting
- Multi-stakeholder contracting
- Developing clear agreements about the coaching relationship, processes, plans, development modalities, and goals
- Team assessments tools
- Hawkins's Five Disciplines Model of Team Effectiveness

## Session 3: Cultivates Trust and Safety

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- Facilitation skills
- Best and worst experiences in teams
- Research on trust in coaching and teams
- Managing conflict in teams

## Session 4: Maintains Presence

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- Self-as-instrument in the team coaching environment
- Working with a co-coaching
- Diversity and equity in coaching teams

## Session 5: Listens Actively

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- Team coaching listening
- Hawkins IDDD Cycle in team coaching
- Facilitating interpersonal dynamics and key processes
- Case presentation

## Session 6: Evokes Awareness

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- Team coaching intervention techniques
- The six dysfunctions of a team
- Facilitating interpersonal dynamics and key processes
- Case presentation

## Session 7: Facilitates Client Growth

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- Creative interventions in team coaching
- Working with LEGO and technology

## Session 8: The Coaching Mindset

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- Diversity Issues in team Coaching
- Supervision in team coaching
- Exploring power issues in team coaching



## **FACILITATOR: DAMIAN GOLDVARG, MCC, ESIA**



Damian Goldvarg, Ph.D., Master Certified Coach, is the President of The Goldvarg Consulting Group, a management consulting firm that works with Fortune 100 companies worldwide, as well as with local community based organizations in Los Angeles County, offering services in English, Spanish, and Portuguese.

Dr. Goldvarg has thirty years of consulting experience as a trainer and in developing leaders and empowering people at their workplace. He provides services in: executive coaching, organizational assessment and intervention, leadership training, performance feedback, and group facilitation. He has been training coaches, mentor coaches, and coach supervisors for ten years.

He has worked in more than forty countries and with different levels of management. He was the Global Chair of the International Coach Federation Board of Directors in 2013 and 2014.

He is a recipient of the 2018 Circle of Distinction from the ICF for his global contribution to the coaching profession and the 2019 Supervision Award from EMCC for his contribution to developing Supervision worldwide.

He wrote five books on coaching and has trained hundreds of professional coaches, mentor coaches, and coach supervisors worldwide in English and Spanish.

## GUEST SPEAKERS



### **Larissa Thurlow, PCC**

Larissa Thurlow has been a Learning and Development professional for over 25 years. Recognizing that teams are a crucial part of working and organizational life and they can also be a source of challenges, frustrations and opportunities, she attended AoEC Systemic Team Coaching Training in the UK in 2013 and began to use the High Performance Team Coaching Model (Carr and Peters, 2013). Since that time, she has also completed Systemic Team Coaching Training with Peter Hawkins and the Organizational Systems and Relationship Systems (ORSC) training from CRR Global.

Larissa has extensive education (Masters in Distance Education) and experience (ICF PCC, EMCC Senior Practitioner; faculty member of Mount Royal University Integrative Health Coaching program, member of CRR Global faculty) in coach training, coach mentoring and coach supervision (ESIA pending). Larissa is an active member of the Global Supervisor's Network (GSN) and the Americas Coaching Supervision Network (ACSN). She co-leads the newly formed ACSN Team Coaching Supervision Community of Practice. Her experience extends across cultures and continents from the Americas, Europe and Asia to Australia, Africa and the Middle East and from non-profits to Silicon Valley start-ups. In the spirit of respect, reciprocity and reconciliation, she honours and acknowledges that she lives, works and plays on the traditional territories of the Blackfoot Confederacy and all people who make their homes in the Treaty 7 region of Southern Alberta.



### **Traci Manalani, MA, MCC**

Traci offers Super-Vision to coaches in both group and one-to-one formats. Mindfully, she establishes a reflective space that enables co-creation and collaboration for systemic learning. Traci's specialisation with super-vision is with team coaches as she has extensive experience and training as a team coach.

Traci is certified as a Professional Coach (PCC) through ICF having completed two accredited coach certification programs: evidence-based coaching (EBC) through Fielding Graduate University, and organization and relationship systems coaching (ORSC) through CRR Global. Traci's ORSC approach creates more cohesive teams and strengthens understanding that leads to strategic and sustainable solutions at a leveraged scale. Her EBC approach enables her to utilize strategies from a broad range of coaching theories to meet clients where they are in their development.

Traci also has completed extensive EMCC training that includes two of Damian Goldvarg's Coach Supervision programmes and the Global Team Coaching Institute's practitioner programme.



## **Lynn Harrison, MCC**

Lynn Harrison, the Vancouver-based principal at Black Tusk Leadership, is an executive coach and organization development consultant with over 30 years of experience in management/consulting. Her background includes co-founding an international, franchised training organization, leading at the senior management level and providing consulting services to both executive leadership teams and boards. Black Tusk Leadership has been recipient of four ICF Prism awards for its support of organization in creating coaching cultures.

In addition to her business leadership experience, Lynn has a Ph.D. in Organizational Systems, a Master's Degree in Applied Behavioral Science, and a Bachelor of Arts from the University of British Columbia. She is accredited as a Master Certified Coach (MCC) as well as a Senior Organization Development Professional through the Canadian Organization Development Institute (CODI). She is a Coaching Supervisor (ESIA) and has completed a certificate in Process Work. Her doctoral research focused on coaching abrasive leaders and she has co-written a book about coaching women leaders, called "Taking the Stage" (2013).



## **Katherine Holt, PCC**

Katherine Holt specializes in transformational coaching, working with executives to achieve breakthrough possibilities for themselves and their businesses. She helps clients build authentic relationships with diverse stakeholders and engage everyone in addressing key challenges. She designs programs to develop leaders who will grow healthy and sustainable organizations as well as high performing ones.

Dr. Holt earned her Ph.D. in Industrial Relations from the Carlson School of Management at the University of Minnesota. She served on ASTD's Board of Directors from 2000-2002, then received their lifetime professional service award in 2005 and became one of their first CPLP Fellows in 2012. Her research on global leadership has been published in ASTD T+D magazine as well as SIOP's Industrial-Organizational Psychologist journal.





## **Eva Hirsch Pontes, MCC**

Eva Hirsch Pontes is an ICF Master Certified Coach, and EMCC Accredited Coach Supervisor. Eva is an experienced Executive and Team Coach, Trainer & Facilitator. She was also trained in Intra-organizational Conflict Mediation. Her experience as mediator has been an asset in working with teams facing conflicts.



## **Susie Warman, MCC, ESIA**

Susie Warman is a Master Certified Coach (MCC), Mentor and Accredited Coach Supervisor certified by the EMCC European Supervision Individual Accreditation (ESIA). She is a Sociologist and has a PhD in History specializing in Education.

She has more than 16 years of experience working as an Executive Coach, Leadership Development, Building High Performing Teams and as a Facilitator in Mexico and U.S.A. In addition to individual coaching, Susie is a Global Trainer on topics ranging from: Effective Communication; Change Management; Leadership

Skills for Managers; Organizational Culture Change; Effective Team Building; Conflict Management; Strengths Finder; and Emotional Intelligence.

For more information contact: **[info@goldvargconsulting.com](mailto:info@goldvargconsulting.com)**



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