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COURSE BROCHURE

Advanced Systemic and Team Coaching Practice Training Course

5 – 16 April 2027
Paris

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Registered in the United Kingdom and Saudi Arabia

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Ref: 403_14297 **Date:** 5 – 16 April 2027 **Location:** Paris **Fees:** 9500 GBP

Systemic and Team Coaching Practice is a 2-week training course for accredited or practising coaches and HR professionals deepening their coaching practice, and each participant writes a personal coaching practice framework with a supervision plan. Organisations increasingly ask coaches to work with whole teams and the wider system around a leader, not just one person in a room. Jupiter Prime Training offers this course to practitioners ready to take that step.

Why Systemic and Team Coaching Practice Matters Now

Three shifts are pushing coaching beyond the one-to-one session. Leadership teams in energy, banking and public services face problems no single executive can solve, so sponsors now commission coaching for intact teams. Clients bring patterns shaped by their organisation's culture and politics, which individual coaching alone cannot shift. Buyers of coaching expect practitioners to show reflective discipline and regular supervision. A coach who reads the system and works with teams creates change that lasts; one who treats every issue as personal can reinforce the very dynamics a team needs to escape. The course rests on the International Coaching Federation ICF Core Competencies and the European Mentoring and Coaching Council EMCC Competence Framework.

Who Gains Most from Systemic and Team Coaching Practice

- Coaches who hold individual assignments and want to add team and group work
- HR business partners who commission and oversee coaching for leadership teams
- Internal coaches who face the organisational politics surrounding their clients
- Organisation development practitioners who combine facilitation with coaching
- Experienced coaches preparing to supervise or peer-review other coaches

A coaching pool or organisation development unit gains most when several of its practitioners attend together, building a shared language for systemic work and a peer supervision group that continues after the course.

Systemic and Team Coaching Practice Capabilities

Participants shift attention from the individual client to the relationships, stakeholders and patterns around the client, and learn to keep their own practice under disciplined review.

- Assess the stakeholder system around a coaching client before contracting — the commissioning sponsor
- Design a team coaching engagement with clear purpose, phases and measures — the leadership team and its chair
- Apply belief-work techniques to shift limiting assumptions safely — individual clients
- Test their own practice in structured supervision and reflective logs — the coach's clients and buyers
- Weigh ethical tensions in systemic work such as multiple clients and hidden agendas — HR and team members
- Build a personal practice framework that states their approach and boundaries — future commissioning organisations

Key Systemic and Team Coaching Practice Terms

- Systemic coaching — coaching that treats the client as part of wider relationships, structures and stakeholders that shape behaviour and results.
- Team coaching — coaching an intact team as one client to improve how members work together towards a shared purpose.
- Stakeholder system map — a diagram of the people and groups who influence or are affected by a coaching client's agenda.
- Limiting belief — an assumption a client holds about self or others that restricts the options the client sees.
- Coaching supervision — a regular reflective space where coaches review cases with a supervisor to protect quality, wellbeing and ethics.
- Practice framework — a written statement of a coach's philosophy, models, boundaries and development commitments.

Systemic and Team Coaching Practice Day by Day

Day 1: From Individual to Systemic Coaching

- ICF Core Competencies at Advanced Practice — Benchmarking Current Coaching Maturity
- EMCC Competence Framework Levels — Locating Personal Development Edges
- Individual Versus Systemic Lenses — What Each Reveals and Misses
- Stakeholder System Mapping — Seeing the Network Around the Client
- Multi-Party Contracting with Sponsors — Agreeing Whose Agenda Counts

Day 2: Deepening Coaching Presence

- Embodied Presence Practices — Grounding Before and During Sessions
- Working with Silence and Emotion — Holding Space Without Rescuing
- Noticing Parallel Process — When Client Patterns Appear in the Room
- Intuition and Hypothesis Testing — Offering Observations Lightly
- Recorded Session Review — Tracking Presence Across a Full Conversation

Day 3: Working with Limiting Beliefs

- Belief Identification Questions — Surfacing Hidden Assumptions
- Cognitive Reframing Techniques — Generating Alternative Interpretations
- Immunity to Change Mapping — Competing Commitments Behind Stuck Goals
- Values Clarification Exercises — Anchoring New Choices
- Boundary Between Coaching and Therapy — Knowing When to Refer

Day 4: Organisational Culture and Politics

- Culture Diagnostic Questions for Coaches — Reading Unwritten Rules
- Power and Influence Mapping — Where the Client Stands
- Role Clarity and Role Conflict — Untangling Competing Expectations
- Coaching Through Restructuring and Mergers — Holding Uncertainty
- Cases from Energy and Financial Services — Systemic Patterns in Practice

Day 5: Foundations of Team Coaching

- Team Coaching Versus Facilitation and Team Building — Defining the Offer
- Team Purpose and Shared Commitments — The Starting Contract
- Team Diagnostic Interviews and Surveys — Establishing a Baseline
- Team Charter Design — Norms, Roles and Decision Rights
- Engagement Architecture — Phases, Sessions and Check-Ins

Day 6: Coaching Team Dynamics

- Group Development Stages — Recognising Where a Team Is
- Conflict Patterns in Teams — Productive Versus Destructive Tension
- Psychological Safety Interventions — Making Candour Possible
- Live Team Session Facilitation — Intervening in Real Time
- Coaching the Team Leader Alongside the Team — Managing Dual Roles

Day 7: Ethics in Complex Coaching

- ICF Code of Ethics in Systemic Work — Multiple Clients and Loyalties
- Confidentiality Across Team Members and Sponsors — Clear Information Rules
- Hidden Agendas and Collusion Risks — Staying Independent
- Ethical Decision-Making Models for Coaches — Structured Dilemma Resolution
- Diversity and Cultural Humility in Coaching — Avoiding Bias

Day 8: Coaching Supervision

- Purposes of Supervision — Development, Resourcing and Quality Assurance
- Multi-Perspective Supervision Models — Client, Coach and System Views
- Bringing Cases to Supervision — Preparing Useful Questions
- Peer and Group Supervision Formats — Structures That Work
- Choosing a Supervisor and Supervision Contract — Fit and Frequency

Day 9: Reflective Practice and Coach Wellbeing

- Reflective Logs and Case Notes — Turning Sessions into Learning
- Feedback from Clients and Sponsors — Evidence of Effectiveness
- Continuing Professional Development Planning — Choosing Next Growth Areas
- Coach Resilience and Boundaries — Preventing Over-Involvement
- Evaluating Team Coaching Outcomes — Team and Stakeholder Measures

Day 10: Practising the Coaching Practice Framework

- Applying Stakeholder System Mapping to a Live Case — Systemic Contracting
- Applying Team Coaching Design to a Leadership Team Scenario — Engagement Plan
- Applying Supervision Models to Real Practice Dilemmas — Group Supervision
- Peer Challenge of Personal Approach and Boundaries — Testing Coherence
- Completing the Personal Coaching Practice Framework — Supervision Plan and Development Commitments

Applying Systemic and Team Coaching Practice After the Course

- Draw a stakeholder system map for each current coaching client and hold one multi-party contracting conversation where the map reveals an unspoken expectation
- Set up or join a peer supervision group and bring two current cases using the multi-perspective supervision questions

Systemic and Team Coaching Practice Questions FAQ

What is systemic and team coaching practice and why does it matter now?

Systemic and team coaching practice is coaching that works with the wider relationships around a client and with whole teams as clients. It matters now because organisations face problems no single leader can solve and buyers expect coaches to show reflective discipline.

Which roles gain most from advanced systemic and team coaching practice?

Accredited or practising coaches and HR professionals who commission or deliver coaching gain most. You benefit if you already coach individuals and want to work with teams, read organisational systems or supervise other coaches.

How does advanced systemic and team coaching practice differ from a coaching and mentoring course for managers?

Advanced systemic and team coaching practice is for coaches who already practise and want depth in team work, belief work and supervision. A coaching and mentoring course for managers builds foundational skills for leaders who coach their own staff.

What do you bring back from advanced systemic and team coaching practice?

You bring back a personal coaching practice framework stating your approach, models and boundaries, a team coaching engagement design and a supervision plan that keeps your practice under regular review.

Systemic and Team Coaching Practice: The Way Forward

The personal coaching practice framework and its supervision plan first inform how you contract your next assignment and which supervisor you choose. Coaches use it to explain their approach, HR partners use it to judge fit, and supervisors use it as a reference point. After a year of practice, revisit its boundaries section, because team work tends to test them first.