

# BELBIN ACCREDITED TEAM COACHING PROGRAMME



## FAQs

### Q. WHAT IS TEAM COACHING?

**A.** Description of Team Coaching by Chris Jackson, one of the programme coaches:

There is no single, universally accepted, simple, definition of team coaching. In fact, in considering ‘what is team coaching?’ it’s probably easier to list what team coaching is not, rather than what it is.

Some of the things that team coaching is not: business coaching; life coaching; group coaching; performance coaching; consultancy; training; facilitating; team building; a one-off intervention; a fixed methodology.

As you’ll discover as we explore this fascinating and still-developing field, there are many similarities in emerging thought around the practice and process of team coaching. The purpose of the Belbin Accredited Team Coach programme is to create a space and an environment where you can explore, learn and unlearn with others, as you begin to practise as a team coach and develop your own worldview.

Of course, we’ll be paying careful attention to ‘what’s out there’ and focussing very much on developing and leading thought. Some of which is offered by David Clutterbuck and Peter Hawkins, who suggest that:

*“Team Coaching is: Partnering with an entire team in an on-going relationship, for the purpose of collectively raising awareness and building better connections in the team’s internal and external systems and enhancing the team’s capacity to cope with current and future challenges.”*

And one of the big questions that we’ll be exploring is, ‘how might we do that...?’

### Q. WHAT ARE THE BENEFITS OF COMPLETING THIS PROGRAMME FOR DELEGATES?

**A.** Benefits for individuals completing this Team Coaching programme include:

- Gain Accreditation in the emerging field of Team Coaching (subject to passing final assessment)
- Personal development through enhanced personal confidence and effectiveness
- Deepen personal self-awareness and understanding of individual strengths
- Cultivate new skills to empower others through a team coaching approach
- Develop valuable new skills in the fast-emerging Team Coaching field to support career development, open up new opportunities and make an impact in an organisation
- Become part of a peer led, on-going learning community network both during the programme and beyond

### Q. HOW CAN TEAM COACHING HELP ORGANISATIONS TO ACHIEVE BUSINESS OBJECTIVES?

**A.** Benefits for organisations employing or working with individuals who have completed this Team Coaching programme include:

- Develop an in-house practitioner in an emerging field of expertise
- Maintain momentum without the need to continually engage external consultants – the expertise will become available in-house
- Applying a Team Coaching approach to support the organisation to become a continually learning, developing, and future-ready entity
- Adds value to using Belbin within the organisation by optimising capability to build effective teams, achieve objectives and develop a competitive edge
- Develop a reputation as a forward thinking, resilient organisation, helping to retain and attract the best talent
- Empower the Board and/or Senior Leadership Team

**Q. WHAT MAKES THIS TEAM COACHING PROGRAMME DIFFERENT?**

**A.** The design of this programme is unique.

Firstly, it incorporates a Belbin based approach. For decades Belbin have worked with organisations and teams of all sizes to enable strengths-based working and deliver more effective teamwork and better business performance.

Secondly, it is not a ‘tick box’ formulaic approach to learning. The emphasis will be on ‘learning by doing’, developing a team learning approach through experiential group work in an open and honest group environment.

Thirdly, the programme is aligned to the Inner Development Goals (IDGs) an essential toolkit of skills for the sustainable development of leaders and individuals alike. The IDGs are a fundamental framework that supports the United Nations ‘Sustainable Development Goals for a sustainable world by 2030’ initiative.

**Q. WHO SHOULD PARTICIPATE IN THIS PROGRAMME?**

**A.** Anyone who wants to be empowered to have the confidence and aptitude to apply a Team Coaching approach to help leverage the combined strengths of a team. Those who want to develop expertise in this emerging area so they can support organisations to navigate current and future challenges and achieve business goals.

The programme is open to all individuals, working at any level within an organisation in any sector.

**Q. WHAT TOPICS WILL BE COVERED?**

**A.** This programme will cover various core topics as well as any others that may emerge as being of particular value to support the specific needs of the group.

Key topics will include:

- Frameworks for Team Coaching & the role of the Team Coach
- Teams, Teaming and the evolution of teams (including vision, purpose, success metrics)

- Decoding the team with Belbin
- Psychological flexibility & safety
- Complexity
- Reflexivity
- Dialogue as an alternative to discussion, debate or advocacy
- An introduction to using the Inner Development Goals: Being | Thinking | Relating | Collaborating | Acting
- Neurobiology and coaching
- Sense-making and sense-giving
- Inclusion, Diversity & Global Mindset

The programme will explore relevant contributions, models and theories by leading authors including David Clutterback, Carole Dweck, Amy Edmondson, Patrick Lencioni and Dr Meredith Belbin.

**Q. WHAT ARE THE LEARNING OUTCOMES FOR DELEGATES?**

**A.** Upon completion of the programme delegates will have learned how to:

- Offer safe and ethical team coaching practice within agreed boundaries
- Create clear and agreed coaching agendas in line with their practice
- Be accomplished in team formation and development, and the role of leadership in a team context
- Be confident in using a Belbin based approach to enhance the process of team coaching and the development of learning organisations
- Communicate openly and directly with teams; present challenge and feedback where appropriate without directing
- Listen actively and maintain presence
- Facilitate growth by curating a learning environment which is founded on trust and safety
- Develop understanding by learning from others through sharing practical experiences
- Bring sustainable thinking into their practice

**Q. DO I NEED ANY FORMAL COACHING QUALIFICATIONS TO PARTICIPATE IN THIS PROGRAMME?**

**A.** Attendees do not need to have any previous coaching experience or training. This programme is open to anyone interested in expanding their skills in the emerging area of Team Coaching who have the required levels of commitment and energy that the programme design will demand.

**Q. WHY DO I NEED TO BE BELBIN ACCREDITED TO PARTICIPATE IN THE PROGRAMME?**

**A.** This programme will explore using Belbin Team Roles as a basis to begin a dialogic process, one that is based on two-way communication and collaboration. Therefore, an understanding of Belbin Team Roles and their application is required by delegates to get the most from this programme.

**Q. HOW MUCH TIME WILL I NEED TO DEDICATE TO THIS PROGRAMME?**

**A.** The programme duration is 9 months in total.

Delegates will be required to attend a total of 8 days 'formal' residential based learning delivered as 'CoLabs' (2 x 3 days and 1 x 2 days) at Madingley Hall in Cambridge.

Over the period of the course, delegates will be required to undertake guided self-learning as well as practically applying learning in their workplace. Delegates will be expected to complete their Personal Learning Journal and evidence at least 120 hours of self-study.

**Q. WHAT ARE THE 'COLABS' AND WHAT WILL HAPPEN DURING THEM?**

**A.** The 'CoLabs' (Co-creation Labs) are the face-to-face, residential days which will form the mainstay of the formal learning elements of the programme. They will help enable participants to start to work together to benefit from 'peer learning' and develop their own alumni network, or 'community of practice'.

During the CoLabs participants can learn from each other's experiences, informing a collective learning experience. It will also be an important

part of establishing an ongoing support network for delegates, both during and beyond the programme.

Each CoLab will introduce and explore with delegates specific topics to enable them to develop their team coaching philosophy and approach as they progress through their learning journey. Topics are outlined in more detail in the 'Belbin Accredited Team Coaching Programme' brochure.

**Q. WHAT SUPPORT WILL I RECEIVE IN-BETWEEN THE RESIDENTIAL ELEMENTS OF THE PROGRAMME?**

**A.** Delegates will have access to the programme coaches and tutors in between each CoLab via virtual support sessions. Both will be one hour in duration, one on a 1:1 basis and the other a group session. Delegates will be encouraged to join and make use of these sessions, as well as continuing to engage and learn from each other in between CoLabs.

**Q. DO I HAVE TO ATTEND ALL THE COLABS?**

**A.** Yes. The CoLabs are the main experiential element of the programme and are where delegates will be exploring the main themes and topics of the programme together to benefit from the emphasis on learning by doing (action learning) and participants being encouraged to work together and learn from each other (peer learning).

It will not be possible to deliver individual learning outside of the CoLabs. The dates for each CoLab in 2024 are set and outlined in the programme brochure.

**Q. WHAT IS THE PERSONAL LEARNING JOURNAL?**

**A.** Each delegate will be provided with a Personal Learning Journal at the start of the programme. Delegates will need to complete their own journal as they work their way through the course and start to apply and practise their learning in the workplace.

Completion of the Personal Learning Journal is a key part of developing the skill of reflexive practice and is an integral part of the final assessment.

**Q. WHAT ACCREDITATION WILL I GET – DO I NEED TO PASS AN EXAM?**

**A.** There is no final examination. In order to successfully gain your accreditation, you will be required to submit the following:

- 1) A reflective piece of work that demonstrates your personal learning journey as you explore team coaching. You will use this to evidence how a personal thinking, philosophy and approach to team coaching has been developed.
- 2) A Personal Learning Journal: delegates will be given guidance as to how to complete these journals and gather evidence during CoLab 1.
- 3) One case study reflecting on your personal engagement as a team coach with a client team.

Those delegates submitting final assessments which reach the required standard will be awarded ‘Belbin Accredited Team Coach’ status, along with a certificate and approved logo to use.

Cost of the evaluation of the final assessment is included in the programme fee.

**Q. ARE THERE ANY ONGOING FEES TO MAINTAIN MY BELBIN ACCREDITED TEAM COACH STATUS?**

**A.** No. Once delegates have successfully attained Belbin Accredited Team Coach status there are no ongoing fees to maintain that status.

All Belbin Accredited Team Coaches will be listed in the Team Coaching section of the main Belbin website. The Belbin Accredited Team Coach status is evidence that you have immersed yourself in an interactive learning process and are part of a global community who promote best practice in team coaching.

**Q. HOW MUCH DOES IT COST?**

**A.** The 9-month programme costs £8,995 + vat.

Programme fee includes:

- Accommodation and selected meals for attendance at all residential CoLabs
- Personal Learning Journal documentation
- Pre-programme reading lists
- Facilitation time of Team Coaches during CoLabs
- Coaching supervision and support in between CoLabs
- Evaluation of final assessment
- Certificate and Accredited Logo
- Inclusion on Belbin Accredited Team Coach directory on [www.belbin.com](http://www.belbin.com)

**Q. ARE THERE ANY DISCOUNTS AVAILABLE?**

**A.** Those signing up to the programme commencing January 2024 can take advantage of a one-off special rate of £5,995 + vat.

This special rate will not apply to anyone joining the waiting list. Delegates need to join the programme commencing January 2024 to qualify.

In return for the discounted rate for the inaugural course, delegates will be asked to participate in activities to capture feedback around their participation throughout the programme duration. Further details can be provided on request.

**Full details can be found in the Belbin Accredited Team Coaching Programme brochure available at [www.belbin.com](http://www.belbin.com).**

