

## Programme Overview

### Coaching Senior Teams – a Senior Practitioner level 50-hour accredited short course 2025/26

Module number	Content	Method
<b>24/11/25 - 8/12/25</b> <b>2 weeks</b> Welcome and Introduction Module	<ul style="list-style-type: none"> <li>• An overview</li> <li>• Learning principles</li> <li>• What's expected</li> <li>• EMCC Team Coaching Standards</li> <li>• The human side of being a coach to a senior team</li> <li>• The way to successful assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Online learning platform, known as the "Pathway"</li> <li>• Access to resources</li> </ul>
Module 1 <b>8/12/25 - 5/1/26</b> <b>4 weeks</b> Getting started  Me as a team coach	<ul style="list-style-type: none"> <li>• Supervision and your OCM coach's role</li> <li>• Reflective practice and your reflective journal</li> <li>• Introducing Facet 5</li> <li>• Self-assessment questionnaire and reflection of existing team coaching practice</li> <li>• The coach's values</li> <li>• Diversity and Inclusion</li> <li>• Development planning</li> <li>• Introducing the course forum</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway and course reading material introduced</li> <li>• Online forum (introductions and connecting with course peers)</li> <li>• Send reflection of your existing practice to your OCM coach</li> <li>• Begin Reflective Journal</li> </ul>
Module 2 <b>5/1/26 - 2/2/26</b> <b>4 weeks</b> Stakeholders	<ul style="list-style-type: none"> <li>• Organisations' values</li> <li>• Speaking the language of your senior team</li> <li>• What Senior Teams want from their coach</li> <li>• Selecting a senior team to work with</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway activities</li> <li>• 1<sup>st</sup> (of 3) 121 Session with OCM coach</li> <li>• <b>14/1/26 Live learning event</b> 1 of 3 (3 stage- pre work, live, ALS) on topic of: <b>Stakeholder Management and Diagnostics (9.30am to 12.30pm)</b></li> </ul>

	<ul style="list-style-type: none"> <li>Multi-Stakeholder contracting and relationship management</li> <li>Multi-Stakeholder diagnostics</li> </ul>	<ul style="list-style-type: none"> <li>Learning share with peers via online forum</li> <li>Reflective Journal</li> </ul>
Module 3 <b>2/2/26 – 2/3/26</b> <b>4 weeks</b> The ELECTRIC team coaching model	<ul style="list-style-type: none"> <li>Start coaching your team (this will be 10 hours of practice over the coming months, in total)</li> <li>Using the ELECTRIC coaching model with senior teams</li> <li>Joining a senior team wherever they are at</li> <li>The things coaches might overlook</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li>Using The OCM's ELECTRIC model with senior teams - videos</li> <li>Learning share with peers via online forum</li> <li>Reflective Journal</li> </ul>
Module 4 <b>2/3/26 – 13/4/26</b> <b>6 weeks</b> Psychometrics, experimentation and the agile coach	<ul style="list-style-type: none"> <li>Continue your work with a senior team</li> <li>Your own Facet 5 profile</li> <li>Psychometrics with senior teams</li> <li>The agility of the team coach</li> <li>Courageous coaching</li> <li>Managing the team coaching process</li> <li>Experimentation and adaptability</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li><b>18/3/26 Live learning event 2 of 3</b> (3 stage- pre work, live, ALS) on topic of: <b>Psychometrics and Experimentation (including Facet 5) 9.30am to 12.30pm</b></li> <li>Facet 5 profile (already provided with feedback prior to event)</li> <li>Learning share with peers via online forum</li> <li>Reflective Journal</li> </ul>
Module 5 <b>13/4/26 – 11/5/26</b> <b>4 weeks</b>	<ul style="list-style-type: none"> <li>Continue your work with a senior team</li> <li>The wider system</li> <li>Culture and behaviour in organisations</li> <li>Leadership behaviour</li> <li>Systems thinking and group dynamics</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li>2<sup>nd</sup> (of 3) 121 session with an OCM coach</li> <li>Learning share with peers via online forum</li> <li>Reflective Journal</li> </ul>

Systems thinking		
Module 6 <b>11/5/26 – 15/6/26</b> <b>5 weeks</b> Working with partner coaches	<ul style="list-style-type: none"> <li>Continue your work with a senior team</li> <li>Partnering with other coaches</li> <li>Ethics in coaching</li> <li>Developing your own team coaching philosophy</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li>Ethics in coaching- including video</li> <li>Learning share with peers via online forum</li> <li>Action learning set (ALS) piece</li> <li>Reflective Journal</li> </ul>
Module 7 <b>15/6/26 – 13/7/26</b> <b>4 weeks</b> Self-care and resilience	<ul style="list-style-type: none"> <li>Continue your work with a senior team</li> <li>Self-confidence and self esteem</li> <li>Self-assessment questionnaire</li> <li>Resilience</li> <li>The wellbeing of the coach</li> <li>Handling isolation and conflict</li> <li>Collaboration</li> <li>The importance of supervision</li> <li>Self-Care and resilience statement</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li><b>23/6/26 Live learning event 3 of 3</b> (3 stage- pre work, live, ALS) on topic of: <b>Self Care and Resilience (9.30am to 12.30pm)</b></li> <li>Learning share with peers via online forum</li> <li>Reflective Journal</li> </ul>
Module 8 <b>13/7/26 – 17/8/26</b> <b>5 weeks</b> My team coaching philosophy and	<ul style="list-style-type: none"> <li>Conclude your work with a senior team</li> <li>Getting feedback from your senior team</li> <li>Repeat of self-assessment questionnaire</li> <li>Your beliefs and values</li> <li>Team Coaching Model and approaches</li> <li>Setting out your coaching philosophy and signature practice</li> </ul>	<ul style="list-style-type: none"> <li>Pathway activities</li> <li>Learning share with peers via online forum</li> <li>3rd (of 3) 121 session with an OCM coach</li> <li>Reflective Journal</li> </ul>

signature practice		
Module 9 <b>17/8/26 – 14/9/26</b> <b>4 weeks</b>  Evaluation and supervision	<ul style="list-style-type: none"> <li>• ROI and Evaluation</li> <li>• Themes from your own evaluation</li> <li>• Planning for future evaluation</li> <li>• Supervision and reflective practice for the Senior Team Coach</li> <li>• Simple plan for your ongoing development</li> <li>• Preparation for assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Pathway activities</li> <li>• Getting feedback from the team- including video</li> <li>• Learning share with peers via online forum</li> <li>• Reflective Journal</li> </ul>
Module 10 <b>14/9/26 – 19/10/26</b> <b>Up to 5 weeks</b> Assessment	<ul style="list-style-type: none"> <li>• All assessment evidence is created during the modules, leaving just the assembly of the items in the Assessment module</li> <li>• Set of questions which cover all 12 EMCC Team Coaching Standards- answered to required level</li> </ul> <p>These include the following:</p> <p>Presentation with audio</p> <p>Diagram/methodology of own coaching philosophy</p> <p>Evaluation/testimonials from clients and sponsors</p> <p>Final reflective statement and ongoing development plan</p>	