AOEC

UNLOCKING POTENTIAL



A practical and highly experiential learning experience

Systemic Team Coaching® Practitioner Diploma

Transform your coaching practice. Empower teams. Lead systemic change.

ICF AATC Advanced Accreditation in Team Coaching ICF Coaching Education

Contents

Welcome 2

About the AoEC 3

Systemic Team Coaching® 4

About the programme 6

Why train with the AoEC? 7

Training and support 9

Modules 10

Assessment and evaluation 12

Team Connect 360 14

Making teams work 16

AoEC's training programmes 17



Welcome

The Systemic Team Coaching® Practitioner Diploma is a two-part, practice-oriented programme designed to build expertise in systemic team coaching.

This new practitioner programme is for experienced executive coaches, consultants and leaders working in complex team environments. Building on the Systemic Team Coaching® Certificate, it equips you to coach teams to create value collaboratively within their wider stakeholder systems.

The AoEC has specialised in Systemic Team Coaching® education for over a decade, and our latest programme blends rigorous theory with extensive live practice and supervision. You'll deepen your understanding of team dynamics, strengthen your coaching presence, and build your own systemic coaching model through live client work, reflection, group supervision and peer learning.

Delivered virtually over eight months, the diploma offers a rich, experiential learning journey that prepares you to lead systemic change and support high-performing teams. You'll receive real-time feedback, apply learning to live cases, and gain confidence through observed practice.

On graduation, you'll join a global community of AoEC-trained systemic team coaches and gain team coaching education hours and coaching supervision hours for the ICF Advanced Certification in Team Coaching (ACTC).

AOEC
UNLOCKING POTENTIAL



About the AoEC

AoEC purpose

Together we unlock potential for a better world.

Our commitment

- We deliver exceptional, accredited coach training globally through trusted partners, combining rigorous standards with real world practice.
- We act with integrity for people and planet, grounded in ethical practice, responsible leadership and a commitment to positive impact.
- We build a global community of coaches who continue to grow, contribute and create meaningful, lasting change.

Systemic Team Coaching®

Now, more than ever, organisations are aiming to encourage the best performance from their teams – and enable them to respond effectively to unprecedented change and uncertainty.

Systemic Team Coaching® provides a richer, more sustainable learning experience than other forms of team or group development. For people with strong coaching skills and an understanding of team development, it also presents an opportunity to expand their practice from working with individuals to enabling teams to function at their highest possible level.

Systemic Team Coaching®:

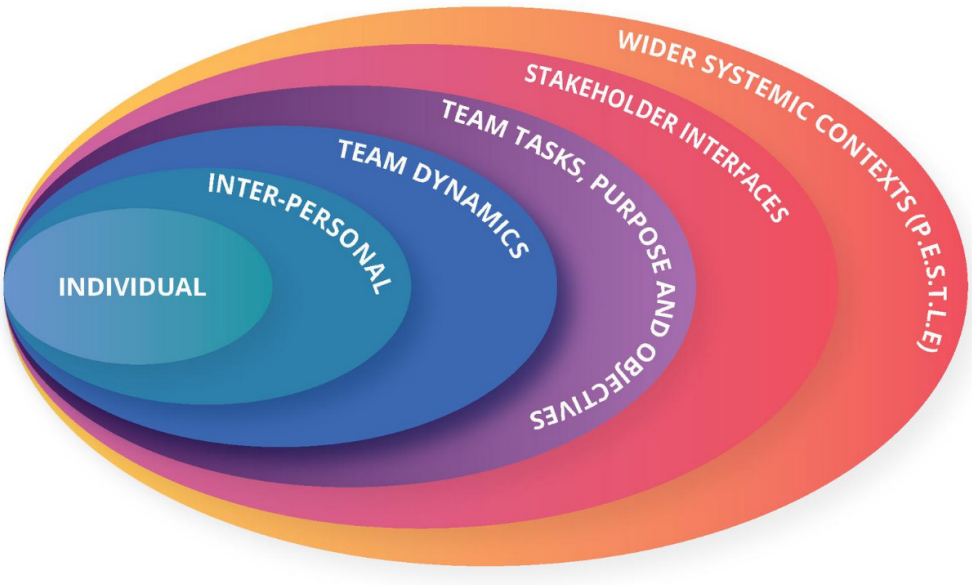
- is a powerful intervention for teams that create high value for their stakeholders - including leadership, board and management teams
- lasts several months and is more rigorous than traditional team-building events
- creates alignment on the team's purpose and collective leadership
- enables effective engagement with stakeholders
- focuses the team on the value it can add
- improves team dynamics and ways of working
- enhances how the team learns and develops

The six lenses of Systemic Team Coaching®:

- through our 'systemic' approach, we facilitate the team in responding to the various systems in which they operate. Most team coaching focuses on the team's internal ways of working and relationships; Systemic Team Coaching® looks more broadly at the influences and connections outside the team, not just within it
- these wider systems include the team's direct reports and sub-teams, their internal stakeholders, customers, shareholders – and beyond to the political, economic, social, technological, legal, and environmental systems which will always influence them. Exploring these systems is a central theme in our team coach training programmes

The six lenses of Systemic Team Coaching®

...generating value at the connections





About the programme

Programme aim

The Systemic Team Coaching® Practitioner Diploma equips course participants with the skills, insight and confidence to coach teams systemically. Building on the Systemic Team Coaching® Certificate, this practitioner programme enables you to support teams in creating value collaboratively within their wider stakeholder systems. You'll apply theory to live cases, develop your own coaching model, and gain the capability to lead systemic change across organisations.

Learning routes

The Systemic Team Coaching® Practitioner Diploma is designed for experienced executive coaches, consultants, and leaders with coaching skills working in complex team environments and looking to develop their systemic team coaching practice.

Entry requirements

To enrol on the Systemic Team Coaching® Practitioner Diploma, you must:

- have successfully completed the Systemic Team Coaching® Certificate
- be an experienced coach, consultant or leader working with teams in complex environments
- have access to at least one client team to work with throughout the programme

You will be expected to:

- apply systemic team coaching theory in real client settings
- complete a final case study and reflective essay as part of your assessment

Learning outcomes

On completing the programme, you will be able to:

- coach teams systemically with confidence and authority
- apply the Hawkins' Five Disciplines model to live team coaching cases
- develop your own signature approach to systemic team coaching
- navigate complex team dynamics and stakeholder systems
- reflect critically on your coaching practice and growth

Graduates of the Systemic Team Coaching® Practitioner Diploma join the AoEC's global community of systemic team coaches.

Group size

Each cohort is limited to a maximum of eight participants to ensure a high-quality, personalised experience.

Programme design

This highly experiential programme is delivered virtually via Zoom over eight months and includes:

- one Systemic Team Diagnostic practice session
- six peer-led Systemic Team Diagnostic sessions
- six faculty-led practice supervision groups
- one programme learning review

Why train with the AoEC?

The AoEC has built an enviable reputation for executive and team coach training, which equips participants with the skills to challenge themselves and their clients. At the AoEC, we are particularly proud of:

Our approach

You are our primary focus

We believe in coaching you to be the best coach you can be. Learning to be a truly great coach is a profound and personal journey and we are here to support you.

Our training is experiential

We bring you our deep understanding of the business world and how people function, grow and change. You will practise your coaching skills, experience being coached and benefit from observing others coach, in a safe learning environment.

We are business focused

AoEC is uniquely business focused and the participants on the programmes all share this common focus helping to bring your group together.

You create your own coaching model

Our programmes cover various existing coaching models. We also work with you to identify, mould and develop your model, style and signature presence.

Exceptional faculty

Our faculty comprises highly skilled and respected individuals with extensive experience and qualifications in team coaching. Each member of our faculty is an accomplished team coach in their own right.

Unwavering commitment to professional standards

Our Systemic Team Coaching® Practitioner Diploma brings best practice from the coaching profession, and it is designed to align with the standards set by the International Coaching Federation (ICF) Advanced Accreditation in Team Coaching (AATC). We are devoted to your coaching journey and committed to maintaining the highest standards of excellence in the field.

Since 1999 we have trained over

15,000

people from nearly 100 different countries

Accreditation

The AoEC is an ICF Advanced Accredited Team Coaching Education Provider.

The full Systemic Team Coaching® Practitioner Diploma (incorporating the Systemic Team Coaching® Certificate) is an Advanced Accredited Team Coaching (AATC) programme and accredited by the ICF for 74 total hours of coach-specific education.

Graduates of the Systemic Team Coaching® Practitioner Diploma have completed the education hours and supervision requirements for the ICF Advanced Certification in Team Coaching (ACTC).

For further information on routes to coach accreditation please click **here**.



Global reach: coach training worldwide

Our training programmes span the globe. We are a well-established, global organisation and provide learning opportunities in Systemic Team Coaching® around the world and reflect the learning from working in diverse cultures in our programmes.

AoEC alumni association

Once you graduate with the Systemic Team Coaching® Practitioner Diploma, we want to celebrate your success and recognise that you still need support. You will become a part of the free AoEC alumni network where we are continually working on ways to help support you.

Benefits include:

- graduation ceremony
- regular exclusive events
- AoEC alumni LinkedIn community
- discounted insurance offer and other discounts
- exclusive alumni website area
- special offers on selected training programmes

Training and support

What does our training and support give you?

Training

The AoEC was set-up in 1999 by our founder, John Leary-Joyce who still runs training programmes with us all over the world and is just as enthusiastic about coaching today as he was when he created the company. His mantra that 'coaching can change the world' is embedded in our ethos.

The limitation on group sizes and the experiential nature of the courses allow for personal attention from our faculty and plenty of opportunity to put learning into practice. We are very proud of the programmes we offer but don't expect it to be an easy ride – you will be stretched and challenged. Our faculty will ensure that the environment is safe enough for you to bring your whole self to the programme.

Support

We have mentioned that our focus is on you throughout our programmes, but this also continues after your training. We understand that you cannot stand still to remain competitive in the coaching industry, and you may choose to specialise in a particular area. We aim to support your professional development and offer additional programmes for coaches to broaden or deepen your expertise.



Modules

The Systemic Team Coaching® Practitioner Diploma is a two-part programme. The Systemic Team Coaching® Certificate is Part 1 of the Systemic Team Coaching® Practitioner Diploma and must be completed before progressing to the full diploma.

Systemic Team Coaching® Certificate module overview

1

Preparation
(Self Study)
3 hrs

- Preparation for theory and practice sessions
- Course overview of programme's structure, process and content including Team Connect 360 and simulation

2

Foundation and contracting
4 hrs

- What is Systemic Team Coaching®
- Introduction to SIDER and Hawkins' Five Disciplines model
- Simulation overview
- Team Connect 360 overview

3

SIDER Team Coaching process
7 hrs

- Scoping and initial contracting
- Inquiry and discovery with Team Connect 360
- Development agenda and re-contracting
- Execution
- Review

4

Five Disciplines
14 hrs

- Stakeholder expectations
- Team tasks
- Team relationships
- Stakeholder relationships
- Team learning

Systemic Team Coaching® Practitioner Diploma module overview

5

Overview and preparation

4 hrs

- Theory review including Extra-Dependent Teams
- Team Modalities - Knowledge Power Grid
- Introduction to Systemic Team Diagnostic process

6

Systemic Team Diagnostic and practice supervision groups

6 days

- Peer Systemic Team Diagnostic Process
- Faculty-led supervision group with observed coaching sessions

7

Faculty programme review

2 hrs

- Reflections and review
- Actions going forward
- Preparation for Assessment Process

8

Assessment

- Submission of client case study
- Essay on personal journey and signature approach

Assessment and evaluation

Assessment criteria

To complete the Systemic Team Coaching® Practitioner Diploma you are required to complete two elements of assessment:

1

A written account of your client case study

A full case study of 3,000 words based on the client team you have worked with throughout the programme.

2

Essay: Your Personal Journey and Signature Approach to Team Coaching

A written essay of 3,000 words, reflecting on the development of your own unique systemic team coaching approach. This paper should draw on your learning throughout the programme, your self-study and reflection, and your work with your client team.

Assessment results

Assessment results will be sent out to you within one month of your submission, along with a short written report.

Both components, your **Personal Journey** and **Signature Approach** essay and your **Client Case Study**, will be awarded either:

- Pass – you have fully met the assessment criteria
- Incomplete – one or more criteria have not been fully met

If you receive an Incomplete, you will be given clear guidance on what needs to be addressed and a new deadline for resubmission.

Further information will be provided in the assessment guidelines.



Team Connect 360

You will be accredited to use the AoEC's Team Connect 360 diagnostic.

Our unique 360 feedback tool quickly and efficiently generates insights into how a team is perceived, both by its stakeholders and by members of the team itself.

Only participants who have completed the Systemic Team Coaching® Certificate are accredited to use this powerful online team 360 tool, and Systemic Team Coaching® Practitioner Diploma participants have the option of using this at the inquiry stage of their team coaching case study free of charge.

The results of Team Connect 360 are automatically collated into a clear and easily understood report, enabling a team and their coach to identify topics on which they can focus in a team coaching programme.

Once stakeholders have been identified by the team and its leader, their feedback is gathered online (the site can be accessed through a PC, tablet or smartphone). The questions and report are designed around Peter Hawkins' Five Disciplines model and cover:

1. **Stakeholder expectations** – what the team is required to deliver
2. **Team tasks** – what the team does to meet those expectations
3. **Team relationships** – the interpersonal and group dynamics
4. **Stakeholder relationships** – how the team connects with those it serves
5. **Team learning** – how the team develops to meet future challenges
6. **Overall performance** – the team's capacity to deliver

Benefits to team coaches and their clients

- speed and efficiency – conducting interviews and analysing data usually requires several days' work but TC360 does it for you
- easier than arranging interviews – this online tool resolves issues of geography and time difference
- a very clear and user-friendly report is prepared for you to share with your Clients' team members and stakeholders
- no need to prepare a slide deck as all the information is clearly shown in the report
- objective data removes the issue of coach bias from interviews
- seeking stakeholder involvement sets the tone for the systemic nature of your interventions

How is the data gathered?

Respondents are invited to complete a short online questionnaire that addresses six areas of team performance.

For stakeholders, there are just three questions in each of the six areas – simply requiring a numeric score. There is also an invitation to include comments.

For team members, there are two more questions in each area addressing what is happening inside the team that only they will know about.

Data is offered in a concise, tangible format. We found the report was user-friendly and could be read and understood with minimal guidance from the coach.

It’s much quicker for our respondents – the questionnaire took around 15 minutes to complete. There is no need to find time in the diary for the usual interview.



Making teams work

An excerpt from an article written by Professor Peter Hawkins, John Leary-Joyce and Hilary Lines.

The western world is not short of external and internal individual coaches, nor of facilitators or trainers. What is desperately needed is systemic coaches who can combine a mastery in coaching and partnering skills with the development to work at depth combining attention to the individual, team, inter-team, organisation and wider systemic levels. To train such systemic team coaches is not just about them learning the models mentioned above; not just about learning the tools for each of the five disciplines and when and how to apply them; not just about shifting one's focus from individuals to the team as a collective entity; but most importantly developing the ability and capacity to both think and be systemic.

To make this shift we engage our programme participants in a development journey of three core interrelated parts:

1. **the 'what' of Systemic Team Coaching®:** This involves developing a new set of lenses through which to see a team and its challenges in a systemic way; and developing clarity about the role of the coach as a facilitator of change within this system.
2. **the 'how' of Systemic Team Coaching®:** Here the coach develops a broad repertoire of tools to help the team develop excellence in the Five Disciplines. The focus is on building expertise and versatility so that the coach has a range of approaches on which to draw to suit different situations and cultures.
3. **the 'who' of Systemic Team Coaching®:** In some ways the most demanding of the three, this requires the coach constantly to develop and hone their personal ability to tune into systemic pattern and to use this ability to best help the team. This is also about building resilience: the greatest value that a systemic team coach can bring often lies in mirroring and challenging existing patterns of behaviour. This requires the ability to create the space where tension can be addressed constructively in order to create leadership value.

AoEC's training programmes

Growing with the different levels of training as you become more experienced as an AoEC coach.

Advance your coaching

- **Master Practitioner Diploma in Embodied Dialogue Coaching** (ICF Level 2)
- **Master Practitioner Masterclass Series**
- **Professional Practitioner Diploma in Executive Coaching** (ICF Level 2)
- **Professional Practitioner CPD Series**

Become a team coach

- **Systemic Team Coaching® Practitioner Diploma** (ICF AATC)
- **Systemic Team Coaching® Certificate** (ICF 28.5 CCEs)
- **Team Coaching Fundamentals*** (ICF 18 CCEs)

Coach development

- **AoEC Group Supervision**
- **AoEC Mentor Coaching**
- **Climate Coaching Certificate** (ICF 19 CCEs)
- **Certificate in Gestalt Embodied Dialogue Coaching** (ICF 20 CCEs)

Become a certified coach

- **Practitioner Diploma in Executive Coaching** (ICF Level 1, EMCC EQA Practitioner, AC AACT)

New to coaching

- **Coaching Skills Certificate**
- **Introduction to Coaching Skills* Gamified Simulation Training**
- **Coaching as a Line Manager***

***for organisations only**

For further information please contact:

enquiries@aoec.com
+44 (0)20 7127 5125

The Academy of Executive Coaching (AoEC) is a global provider of coach training and coaching-based development, services and solutions to organisations and individuals.

AoEC
UNLOCKING POTENTIAL

www.aoec.com

UK Jun 2026