

PROFESSIONAL GROUP COACHING TRAINING

Programme Handbook



Group Coaching Skills For Experienced Coaches

- 6 live training sessions (3 hours each)
- 3 group supervision sessions (90 minutes each)
- 2 individual tutorials (60 minutes each)
- 12 participants max per cohort
- Plus video resources and reading materials

40 CCE units from ICF (34 Core, 6 Resource)

Welcome

Welcome to the Group Coaching Training Programme! I'm delighted that you decided to join us to explore the power of coaching groups. I'm deeply committed to supporting coaches' professional growth and development.

I believe great learning comes from experiential practice, theoretical understanding, and peer discussions. We will add a good dollop of fun to it too.

This programme has been designed to cover the foundation of group coaching skills, knowledge and understanding. Supervision and individual tutorial sessions will support your individual learning needs and encourage reflective practice. The programme will also cover all the practicalities and logistics of designing, promoting and launching a group coaching programme.

We look forward to meeting you soon.

Ana Paula Nacif

Dr. Ana Paula Nacif

Get in touch

**If you want to discuss any aspect of this programme,
please contact:**



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Programme Aims

This is a comprehensive group coaching programme suitable for qualified coaches who want to add a group coaching offer to their practice. The programme has been designed to provide coaches with an in-depth understanding of groups, the skills needed to run groups, as well as the nuts and bolts of setting up and promoting group coaching programmes.

Coaches will have access to a range of resources as well as one-to-one support, as the programme combines experiential sessions, supervision, and individual tutorials. Coaches will have the opportunity to practice group coaching, including observed practice, from the very beginning.

Programme Description

This group coaching training programme is designed for qualified coaches who want to deploy their coaching skills to work with groups in a range of settings, such as organisations, communities, schools, amongst others.

The course includes both a theoretical understanding of group coaching and experiential practice. The programme includes six live sessions lasting 3 hours each, three group supervision sessions, lasting 1.5 hours each, and two one-hour one-to-one tutorials. In addition, participants will have access to the core reading materials and online resources.



Session 1:

- What is group coaching?
- Similarities and differences between group coaching, team coaching and facilitation
- Empirical & research evidence in group coaching (benefits and challenges)
- Deploying group coaching in different settings
- Working with groups virtually



Session 2:

- Contracting and ethics in groups
- Group stages
- Understanding group dynamics
- Group coaching practice

Session 3:

- Managing challenging/inappropriate group dynamics & behaviour
- Outcomes & setting the agenda
- Applying coaching skills in a group setting
- Group coaching practice

Session 4:

- What contributes to group effectiveness
- Approaches to group coaching
- Group coaching practice

Session 5:

- Setting up a group: the logistics of designing, promoting and delivering a group coaching programme
- Group coaching demonstration
- Group coaching practice

Session 6:

- Observed group coaching practice
- Managing endings
- Consolidating the learning & close

Reading and video resources

Core reading list

Thornton, C. (2016). Group and team coaching: The secret life of groups. Routledge.

Benson, J. (2018). Working more creatively with groups. Routledge.

We will provide you with one of these books, either as an e-book or in paperback format, depending on availability and your geographic location.

Video resources: to complement the learning, each session will include two short videos to complement and supporting the learning.

Participants are expected to work independently for approximately 2.5h for each live sessions. This includes reading, watching the videos and reflective practice.

Programme Delivery

The programme will be delivered online using Zoom for the live training sessions, supervision, and one-to-one tutorials. Teachable will be used as our learning platform, where you will find all the resources you need to complete the programme.

Learning Outcomes

On completion of the course participants will be able to:

- Articulate the difference between group and team coaching.
- Distinguish group coaching from individual coaching dynamics and structure.
- Understand the theoretical underpinnings and empirical evidence for group coaching.
- Deploy coaching skills necessary to deliver safe, inclusive, and successful groups.
- Tie these skills with ICF core competencies.
- Understand ethical implications for group work, including contracting requirements.
- Understand the logistics of setting up, promoting, and running coaching groups.

Group coaching experience

This is an intensive programme designed for those who want to learn how to coach groups through a combination of experiential sessions, supervision and individual tutorials. Coaches will have the opportunity to practice group coaching, including observed practice, from the very beginning.

Course Requirements

In order to be eligible for ICF CCEUs you must complete the following:

- Attend at least 4 of the 6 live training sessions.
- Attend at least 2 of the 3 supervision sessions.
- Attend the two individual tutorial sessions.
- Submit a reflective paper, maximum 1500 words, based on your learning experience of group coaching. Learners will share the key learning and reflections at the last session of the programme.
- The live training sessions will focus on skills development and group coaching practice, therefore you are expected to engage with the reading and video resources prior to each session.



WHAT OUR LEARNERS SAY ABOUT THIS PROGRAMME

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Even with 10+ years' experience of working with groups in a coaching context, I still gained immense value from this programme. Specifically, I learnt more about group coaching dynamics from both a theoretical and applied context, and had the opportunity to develop confidence in my group coaching skills throughout this programme, including through expert 1:1 and group supervision sessions. I highly recommend Ana Paula Nacif's programme if you are serious about offering a quality service to your groups or organisations.



I genuinely loved every minute of the Quantum Leap Group Coaching training and learned a lot throughout the course. There was an engaging mix of theory and practice to allow us to understand the research and theories involved in groups, but also see the practicalities of running group coaching. I really valued being part of a supportive and knowledgeable group in this training, where we were able to view our own group dynamics in real-time and reflect on some of the issues that may arise in group coaching. Ana is a warm, encouraging, calm and experienced coach who led our training expertly, giving us time to process what we were learning and nudging us out of our comfort zones if needed! I would thoroughly recommend this course for anyone who is considering group coaching as it makes you truly appreciate the power of the group!



The group coaching course has been a game-changer for me. I have now run three group coaching sessions for a large charity and I am about to design and run a group session in a corporate organisation. The course provided both an opportunity to practice skills in a safe environment as well as learning about the complexities of managing the dynamics when we bring individuals together. Ana is a brilliant teacher and provides guidance and support throughout the entire process.





Programme Leader

Dr Ana Paula Nacif

Prof Doc, MSc, ICF PCC, EMCC Master Practitioner Coach,
EMCC European Supervisor Individual Accreditation

Ana has over 15 years' experience of group coaching. She delivers group coaching programmes in the private, public, and not-for-profit sectors. Ana has extensive experience in coaching for leadership, wellbeing, personal development, career transition. She also provides facilitation support for teams, leadership groups events, and workshops.

She completed a doctorate in coaching and mentoring, with a focus on group coaching and wellbeing. She is also a senior lecturer at the Masters in Applied Positive Psychology and Coaching Psychology at the University of East London.

Ana is the co-editor of Philosophy of Coaching: An International Journal. She has contributed to various publications, including the International Journal of Evidence-Based Coaching and Mentoring, Coaching Perspectives, and Philosophy of Coaching: An International Journal, among others. She is a Master Practitioner Coach and Supervisor (EMCC) and Professional Certified Coach (ICF).



Co-facilitator (Supervision)

Dr Andrea Giraldez-Hayes

PhD, CPsychol, MSc, EMCC Master Practitioner Coach,
EMCC European Supervisor Individual Accreditation, ICF PCC

Dr Andrea Giraldez-Hayes is a chartered coaching psychologist, supervisor, lecturer and consultant with an international reputation who helps individuals and organisations to flourish. She is accredited as a graduate member of the British Psychological Society (CPsychol), Master Practitioner Coach and Supervisor (EMCC) and Professional Certified Coach, Mentor and Supervisor (ICF).

She is currently co-director of the Wellbeing and Psychological Services Centre and course director for the MSc in Applied Positive Psychology and Coaching Psychology at the University of East London. Andrea applies a creative and integrative approach to coaching clients and supervising individuals and groups by conveying the power of arts, coaching and positive psychology. Clients and peers describe her as an inspirational facilitator and empowering coach and supervisor.

Andrea is associate editor of Coaching: An International Journal of Theory, Research and Practice, the International Coaching Psychology Review, the International Journal of Coaching Psychology and the Journal for Positive School Psychology, and co-editor of Philosophy of Coaching.