

PROFESSIONAL GROUP COACHING TRAINING

Programme Handbook September 2026



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)
- small learning group
- Plus video resources and reading materials

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.
- 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 complete the course successfully, you will need to:

- Attend at least 4 of the 6 live training sessions.
- Attend at least 2 of the 3 supervision sessions.
- Attend at least one of 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

Dr Ana Paula Nacif is an experienced executive and group coach, facilitator and consultant who works with individuals and organisations in the areas of wellbeing, inclusion and leadership. She has nearly 20 years of experience within the private, public, and not-for-profit sectors. She is also an academic and active researcher in coaching and wellbeing.

Alongside her consultancy, Ana Paula is an active researcher and academic. She is a part-time Senior Lecturer on the MSc in Positive Psychology and Coaching Psychology at the University of East London.

Her upcoming book, **Group Coaching: Unlocking the Power of the Collective** (1st ed.), will be published by Routledge in November 2026. <https://doi.org/10.4324/9781032614984>

Selected publications

Nacif, A. P. (2025). A call for clarity and reflection in the field of health, wellness and wellbeing coaching. *International Coaching Psychology Review*, 20 (1), 69-77. <https://doi.org/10.53841/bpsicpr.2025.20.1.69>

Gilliland, A. M., & Nacif, A. P. (2025). How Do Positive Psychology-Informed Coaches Conceptualize and Work With Values in Their Coaching Practice? A Reflexive Thematic Analysis. *Journal of Positive Psychology Coaching* (JPPC), 2, 1-28.

Nacif, A. (2024) An ethical framework for coaching among vulnerable groups: paving the way to a more inclusive approach. *Philosophy of Coaching: An International Journal*, 9 (1), 15-36. <http://dx.doi.org/10.22316/poc/09.1.03>

Nacif, A. (2023). *Coaching for wellbeing: a guide for practitioners*. McGraw-Hill Education (UK)

Nacif, A. (2023). Group coaching: The new 'Wild West of coaching'?. *Coaching Psychologist*, 19(1).

Nacif, A. (2021). BeWell: a group coaching model to foster the wellbeing of individuals, *International Journal of Evidence Based Coaching and Mentoring*, S15, pp.171-186. <https://doi.org/10.24384/t7td-p612>

Selected conference presentations

Coaching Ethics Forum Conference - invited keynote speaker (February 2026): Ethical challenges in group coaching: Navigating complexity, vulnerability and power

15th International Congress of Coaching Psychology/International Society for Coaching Psychology - invited keynote speaker (October 2025): A call for clarity: navigating the murky waters of health, wellness, and wellbeing coaching

Health and Wellbeing Conference (May 2025): Coaching and mental health

British Psychological Society - Coaching Psychology Conference - invited keynote speaker (June 2024): There is magic in numbers: benefits and challenges in the emerging field of group coaching

EMCC UK 2024 Festival - invited keynote speaker (April 2024): Coaching for Wellbeing

IPPA World Congress on Positive Psychology (July 2023): Group coaching impact: evidence across the world

EMCC Research Conference (September 2022): Group coaching research and practice