



Team & Group Coaching Skills for Leaders & Coaches

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At A Glance

Team & Group Coaching Skills for Leaders



40 Coach Education Hours

- 12 Weeks part-time study.
- 2 hours live/virtual per week on ZOOM
- 3-4 hours course work/ week



Successful Completion Criteria

- Coursework: weekly posts and assignments
- 10 Practical Coaching Hours Completed
- Weekly quizzes
- Submit Final Project



Designation(s) Earned

- Qualifies for 24 Continuing Coach Education credits (CCEs)
- Certificate of Completion
- Digital Verification Badge



Your Financial Investment

- All-Inclusive Tuition
- \$2900 Tuition
- Payment: Up to 2 instalments



Professional Distinction

- Gain strategy and competence for Team & Group Coaching
- Earn credentials in Team & Group Coaching
- Accumulate ICF Continuing Coach Education credits (CCEs)
- Practice, learn and grow your expertise!

A Powerful Impact



Establish *Agreements and Group Charters* that create clarity, trust, and rules of engagement to govern expected behaviours, and consequences for breaches of agreements.

Understand team and group dynamics by differentiating modalities of one-to-one coaching, team coaching, and group facilitation, and the evolving role of the coach within each.

Navigate complexity by strengthening communication patterns, surfacing unspoken dynamics, and supporting more effective collaboration in moments of tension or change.

Support personal contribution while amplifying the intelligence and potential of the whole system.

Align individual goals with collective purpose, helping teams and groups connect personal motivations to shared objectives and emerging themes.

Enhance cohesion and connection in remote and hybrid environments, using intentional practices that foster presence, engagement, and trust across distance.

Apply principles of systems thinking, recognizing patterns, interdependencies, and feedback loops that influence team behaviour and outcomes over time.

Build strategic facilitation skills to guide group dialogue, support decision-making, and mediate conflict with neutrality, clarity, and confidence.

Raise cultural, social, and emotional intelligence, strengthening awareness of identity, perspective, power, and emotional dynamics within diverse groups.

Facilitate meaningful feedback and observation processes, enabling learning conversations that increase awareness, accountability, and collective growth.

Create brave and psychologically safe spaces, where individuals feel seen, heard, and supported to speak honestly, take risks, and engage fully.

Course Outline

Week 1

Introduction to Team & Group Coaching

- Group Agreements
- Program Overview
- Overview of Group & Team Coaching
- Differences between individual, group and team
- Benefits of group and team coaching
- ICF Competencies

Week 2

Coaching Cultures

- Coaching theories + models
- Hackman + Wageman's Model
- Clutterbuck, Hawkins, Thorton Models

Week 3

Group Dynamics + Team Development Stages

- Understanding a coach approach to group dynamics
- Coaching Strategies for Team Development
- PERFORM Framework
- Fostering Team Cohesion

Week 4

Building Trust + Psychological Safety

- The neuroscience of trust and team performance
- Strategies for trust building within teams
- Creating "braving" spaces
- Techniques for open communication and collaboration
- Challenge: Design a trust building process or activity

Week 5

Facilitating Effective Group Coaching

- Designing and structuring group coaching sessions
- Facilitating group discussions + activities
- Managing group dynamics during coaching sessions
- Addressing common challenges in the group
- Challenge: Design a Group Coaching Offer

Week 6

PERFORM for Team Coaching

- Setting team goals and objectives
- Developing team action plans + accountability
- Evaluating team progress + outcomes
- Challenge: Questions for PERFORM

Subject to
Change



Week 7

Coaching for Innovation

- Fostering a culture of innovation
- Coaching teams through transitions
- Managing resistance to change within teams
- Case studies of successful team coaching for innovation



Week 8

Coaching for Diversity + Inclusion

- Leverage Diversity in teams
- Addressing unconscious bias
- Case study on diversity + coaching across cultures

Week 9

Ethical Considerations

- Understanding the guidelines
- Confidentiality and boundaries
- Managing dual relationships + conflicts of interest
- Supervision

Week 10

Coaching for Conflict Resolution

- Understanding the source and types of conflict on teams
- Coaching teams through conflict resolution
- Mediating and resolving team conflicts
- Case study on conflict and successful resolution

Week 11

Impact of Group + Team Coaching

- Methods for assessing the effectiveness of group and team coaching
- Key performance indicators
- How to gather feedback
- Case Studies

Week 12

Final Projects + Reflections

- Final Project Due: Presentations
- Breakouts: Commitments
- Reflection Circle

Your Investment

All Inclusive

TUITION

\$2900

Ask About

- CA Membership
- Advanced Skills
- Business Workshops
- Mentoring Packages
- Intensive Programs

****Taxes are not included***

****Prices are subject to change and valid for 2026***

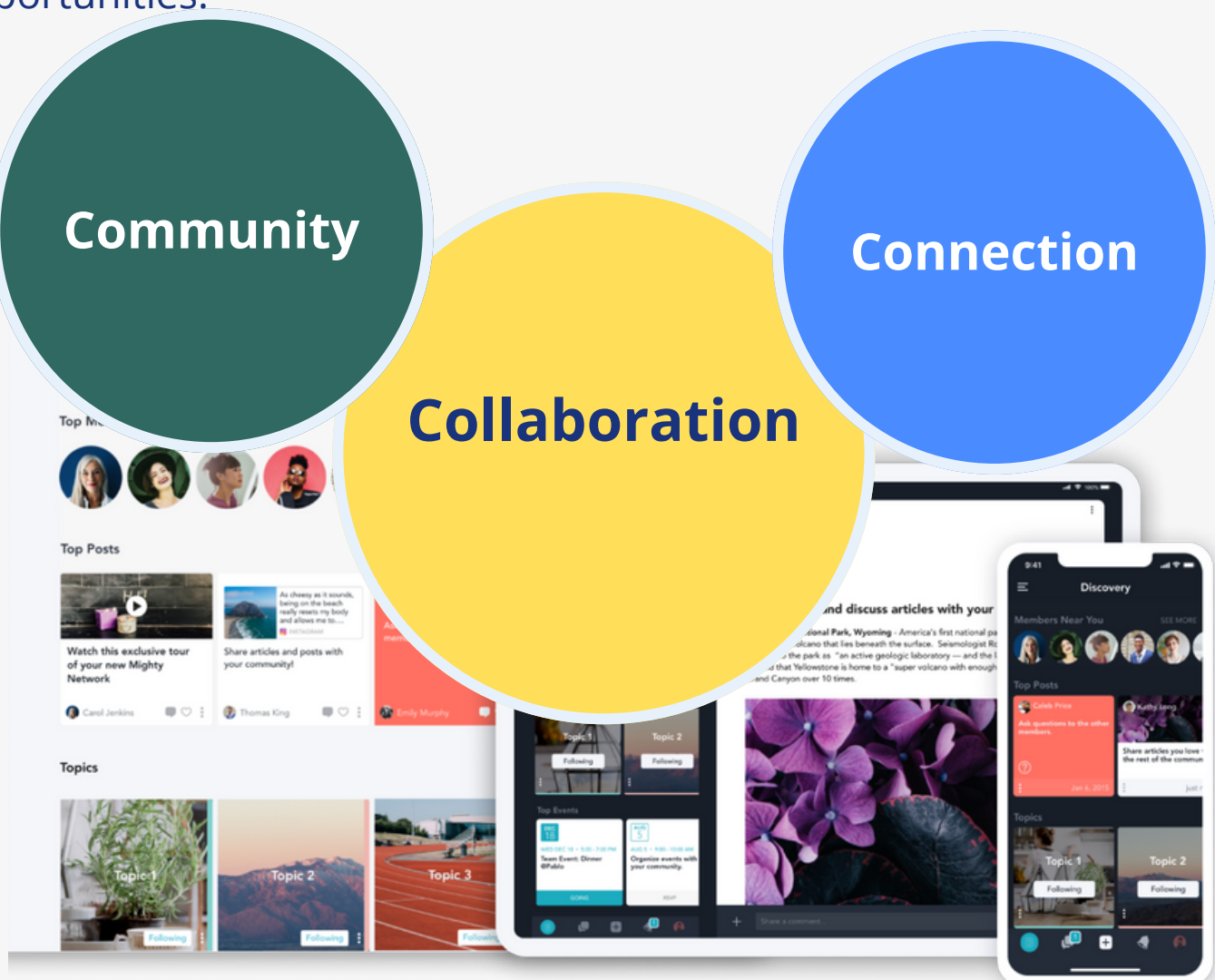


Together we Rise in Community!

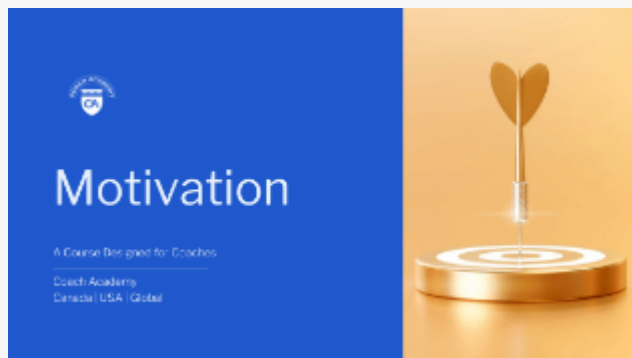
Coach Academy is leading the way with an online network of coaches across the world!

Community is the guarantee on your investments.

We believe that when people learn together, they grow together. The Global Village is a place for coaches to engage in Intensive Courses, Case Study Clinics, Skills Labs, Live Coaching Demos, attend Keynote Speakers and experience clubs including a Book Club, Podcast Club and Business Mindset series, as well as UNLIMITED Peer Coaching opportunities.



Explore our Intensive Courses





Our Founder



Nathalie's passion for coaching was sparked in 1996 as a student in the prestigious Dan Sullivan Strategic Coach Program for Entrepreneurs. To live out her mission, she founded Coach Academy, made in Canada *for the World* to create a safe place for people to the power of coaching to change conversations and lives.

As CEO and Director of Training, Nathalie's passion is designing Coach Education programs that give people the knowledge, confidence, and tools to have connection conversations.

Her mission is to multiply the impact of coaching in the world by mentoring world-class coaches so that together, little by little, we can change the world.

Nathalie is a Master Certified ICF Coach, one of only 4% in the world. to hold this distinguished status. She earned a BA from McGill University and an MA from Harvard University.