



Learn to work with real team dynamics — and turn a group of individuals into an aligned, high-performing team.



## BECOME A TEAM AND GROUP COACH

TGCA offers a Practitioner training in Team and Group Coaching, designed to help you work with real team dynamics. You will learn how to coach teams through tensions and conflicts, and support stronger alignment, trust, and effectiveness.

### AN ICF-ACCREDITED PROGRAMME

This course meets the training criteria for obtaining ICF certification as a team coach (ACTC) and enables you to acquire the 8 competencies.



With a total of 100 hours of training over 6 months, this programme combines different methods: classroom or residential training and videoconferencing, with a particular emphasis on practice.

Firmly grounded in the evolution of modern leadership, our program covers a range of tools and theoretical models such as Systemics, Theory U, NLP (Hero's Journey, Logical Levels, etc.), Transactional Analysis, Collective Intelligence, Spiral Dynamics, team development models, and Serious Game approaches (LEGO and creative techniques).

### TRAINING CONTENT

- 10 days of training in 4 modules to experience, experiment and practise team coaching tools and methods
- 5 Webinars to explore concepts and theories in greater depth
- 3 Q&A sessions to answer your questions
- 2 Co-development sessions for personal development supported by the group
- 5 individual supervision - mentoring sessions
- And peer-to-peer practice groups between modules.

## 4 RESIDENTIAL MODULES

### Module 1 (2 days)

#### Creating cohesion, trust and contractualisation

Moving from a group of individuals to a collective. By the end of this module, you will be able to manage the first stages of contractualisation and create cohesion, trust and security within the group.

### Module 3 (3 days)

#### Operating as a sustainable & performing team

Developing team performance. This module will enable you to get the team to question and improve the way they operate and to define their alignment in a participative, creative and constructive way.

### Module 2 (2 days)

#### Managing conflicts and psychological safety

Develop an awareness of the team as a system. At the end of this module, you will know how to manage tensions and conflicts and how to measure and increase the level of psychological safety.

### Module 4 (3 days)

#### Growing in your practice

Intensive practice and exploration of specific cases. At the end of this module, you will be able to contractualise, define the coaching process and coach a group or team through different scenarios.

## ICF CERTIFICATION

This team coaching training is accredited by the ICF (International Coaching Federation). This means it meets the ICF's international quality standards and follows the 8 core team coaching competencies, recommendations, and criteria established by the ICF.

By completing this training, you will acquire the 8 team coaching competencies, earn up to **100 CCEUs**, and fulfill the training requirements for the ICF Advanced Certification in Team Coaching (**ACTC**).

## TARGET AUDIENCE

This training is designed for anyone looking to gain experience and confidence in team or group coaching:

- Individual coaches who want to expand their practice to include team and group coaching,
- Facilitators and consultants seeking to integrate a coaching approach into their work,
- Team managers who wish to develop a new kind of leadership posture within their group.

## TRAINERS

We are three professionals with long-standing experience in coaching and guiding the transformation of teams and organizations. What brings us together is a shared passion and vision: how to develop a group of individuals and ignite a true collective spirit.

In 2019, we decided to combine our talents to create the certification in team and group coaching we wish we could have taken ourselves—offering you the best of our knowledge, experience, and human qualities.

## YOUR INVESTMENT

- Individual, self-employed, and very small business rate: €5,850 (excl. VAT)
- Corporate rate: €6,850 (excl. VAT)
- (Rates valid until September 30, 2026)

This price includes 10 days of in-person training, 10 online webinars, 5 individual supervision sessions, a full syllabus and course materials, training venue, lunch, and coffee breaks. Payment plans available.

If you opt for the residential format, please budget an additional €130 excl. VAT per night for accommodation and meals (breakfast and dinner).

Training grants: Freelancers and companies based in the Brussels-Capital Region may be eligible for financial support covering 40% to 70% of training costs, subject to certain conditions.

## NEXT COHORT

- Module 1: **Nov 30 – Dec 1, 2026**
- Module 2: **Jan 25–26, 2027**
- Module 3: **April 12–14, 2027**
- Module 4: **May 24–26, 2027**
- 10 online sessions (theory, Q&A, and peer co-development) are scheduled between the modules.
- The training modules take place in Affligem, just north of Brussels.
- A residential format is recommended, though not mandatory.



## OUR APPROACH

We work with groups of around 12 participants (min. 8 – max. 16), allowing practice in both small and larger groups.

Our training is practice-oriented and grounded in real-life situations. From the first module, participants engage in supervised group exercises.

We place a strong emphasis on posture, not only tools — learning how to read and work with team dynamics in real time.

Each participant is supported by a mentor-supervisor for individual follow-up.