

A wooden boardwalk path leads through a field of tall grass at sunset. The path is made of wooden planks and is flanked by wooden posts connected by a rope. The sky is a mix of orange, pink, and blue, with scattered clouds. The overall scene is serene and evocative of a coastal or park setting.

# International Team Coach Program

Chess Mate Ltd.

A group of people is sitting on a hillside at sunset, looking out over a lake and mountains. The scene is dimly lit, with the sun low on the horizon, creating a warm, golden glow. The people are silhouetted against the bright sky. The background shows a large body of water and distant mountains under a cloudy sky.

# Learning to become a team coach

- Develop and build entrepreneurial ecosystems
- Coaching self-determined learners (from pedagogy to heutagogy)
- Coaching entrepreneurial leadership culture
- Coaching entrepreneurial teams and understanding core methods & tools



## What is the Team Coach Development Programme?

The programme has been created for prospective team coaches who wants to create team entrepreneurial culture into their environment. The program will be multi-cultural and having participants from business, education, non-profit and sports organisations. The aim of the program is to develop your skills as a team coach and practice it in the modules and between. This program will give the basics from the methodology, tools and give an experience from process learning within such a culture.

### Programme design

The programme has been designed to give participants practical experience of Team Entrepreneurial learning methods, so that through understanding the perspective of the learner they are able to develop their own coaching approaches. Collaboration and team working with others from a range of different environments and backgrounds is core to the learning process.

The Program has 4 modules in a one year. All the sessions are held in a locations where we can learn from the local example, how they have applied methods and tools in to their ecosystem.

# Aims of the Programme



- Gain personal experience of a range of 'learning by doing', process learning and team learning approaches as a leader, learner and coach.
- Develop a personal team coach philosophy and ongoing coach development plan.
- Critically evaluate a range of Team Organization-inspired models and use the insights gained to develop Your own ecosystem.
- Develop your organizational challenges together with peers and support of coaches
- Contribute to building international network and building personal relationship.

# Learning outcomes

## *Knowledge:*

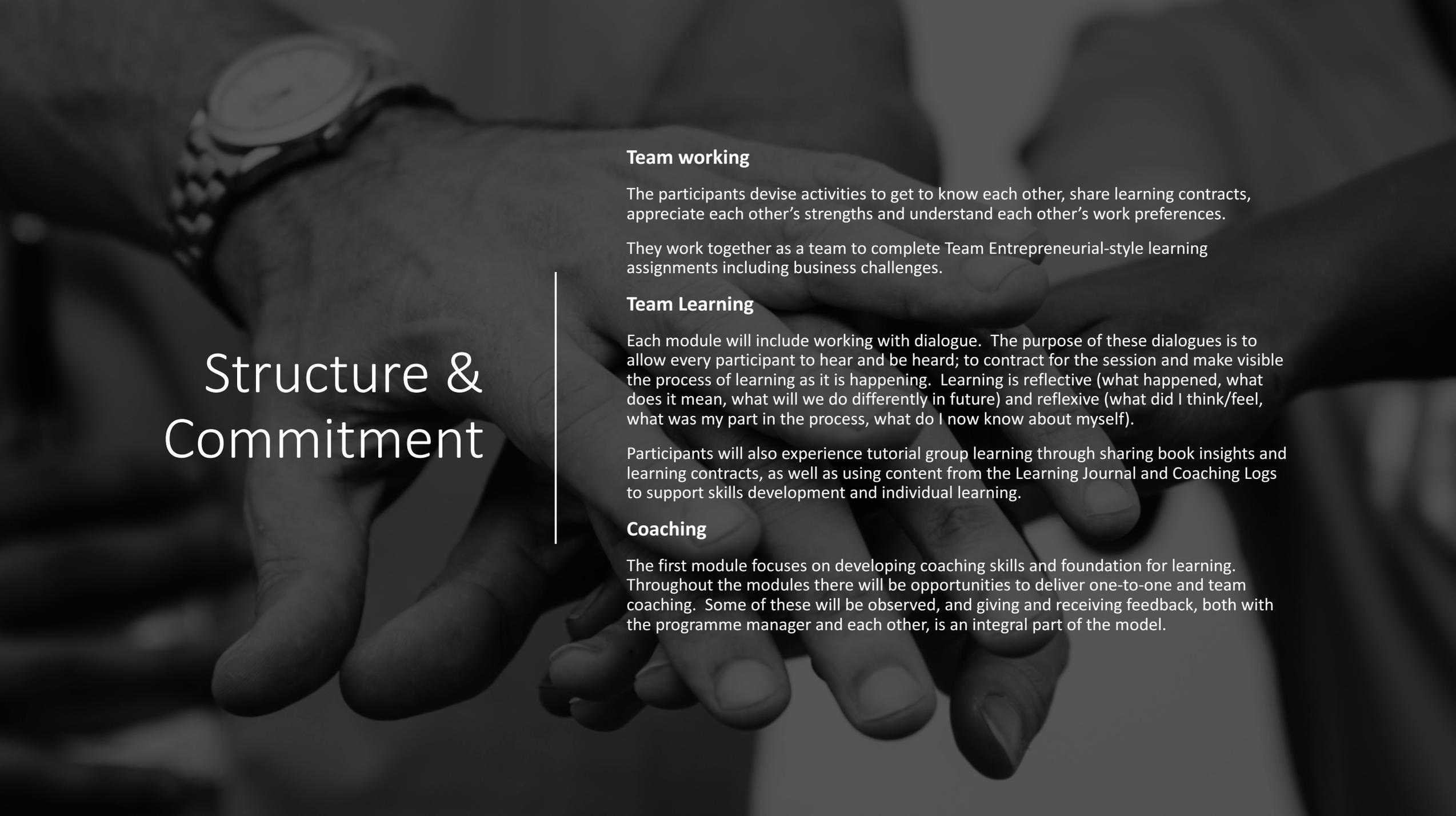
- Demonstrate understanding of what is meant by a coaching approach – the skills, process and way of being which facilitate personal growth - and how this approach can be used within your organizations;
- Critically evaluate a range of leadership theories and examine how they align with the Teams of network -model;
- Develop an informed understanding of adult learning theory and its applicability to team coaching;
- Understanding how to coach transformational learning process from pedagogy to andragogy and to heutagogy.
- Develop insight into processes of creativity, innovation, knowledge crystallisation and inspiration;
- Understand the role of the customer in the Team Entrepreneurship method and how to coach customer focus.

## *Competences:*

- Effective use of core coaching skills – listening, questioning, reframing, reflecting – in one-to-one and group coaching interactions;
- Use a range of team coaching tools and interventions to facilitate insight, creativity, collaboration, customer focus and learning;
- Demonstrate the ability to move dynamically along the coaching continuum and use both authoritative and facilitative styles.

## *Capacities:*

- Demonstrate the following capacities by actively participating as a group learner, leader and coach and reflecting on these experiences;
- Openness, authenticity and willingness to express vulnerability
- Self-care & Empathy
- Willingness to tolerate ambiguity
- Risk management
- Courage to hold self and others to account



# Structure & Commitment

## **Team working**

The participants devise activities to get to know each other, share learning contracts, appreciate each other's strengths and understand each other's work preferences.

They work together as a team to complete Team Entrepreneurial-style learning assignments including business challenges.

## **Team Learning**

Each module will include working with dialogue. The purpose of these dialogues is to allow every participant to hear and be heard; to contract for the session and make visible the process of learning as it is happening. Learning is reflective (what happened, what does it mean, what will we do differently in future) and reflexive (what did I think/feel, what was my part in the process, what do I now know about myself).

Participants will also experience tutorial group learning through sharing book insights and learning contracts, as well as using content from the Learning Journal and Coaching Logs to support skills development and individual learning.

## **Coaching**

The first module focuses on developing coaching skills and foundation for learning. Throughout the modules there will be opportunities to deliver one-to-one and team coaching. Some of these will be observed, and giving and receiving feedback, both with the programme manager and each other, is an integral part of the model.



➤ **A total of 15 days**

Orientation

Four residential modules

field work between modules

As a masters' level programme the time requirement for private study and attendance at residential modules is about 500 hours over 12 months. It is expected that participants will read widely from the recommended book list and practice their coaching skills between sessions, as well as completing a number of assignments, including book reviews, coaching logs and a reflective essay drawing on all the experiences in the programme to create a personal team coaching philosophy.

## Orientation

The first meeting is an online orientation session which will explore the structure and aims of the programme and provide introduction to “Our world”. It will be held 6 weeks before the 1<sup>st</sup> module

### 1. Module: Fundamental elements of coaching individual’s and teams

- Individual learning process. Target setting and tools for team coach program for each participant.
- Fundamental elements of team learning. High performing teams – how to coach and with what tools?
- The difference of community of practice, project groups and real teams – what means for a team coach?
- Team agreement and target setting for one’s organization
- Pedagogy, Andragogy, Heutagogy
- Basics of team coaching – building team coach philosophy 1.0 for each participant

### 2. Module: New normal of leadership - Coaching & renewing culture in ecosystems

- Leading thoughts as a coaching tool for a team coach
- Coaching leaders and entrepreneurial leadership. How coach leaders in a natural environment? (double loop process: developing business and competences parallel)
- How to renew and develop entrepreneurial leadership culture as a team coach?
- Participants bringing their own challenges we are working on in this module



### 3. Module: How to coach customer relationships

- Coaching team organization and effective network
- Coaching Customer centricity and Levels of Partnerships.
- Pilot – project - Product/service - Customer relationship! How to coach this development that starts from the dreams and passions of the people?
- Co-creation within ecosystem
- Participants bringing their own challenges we are working on in this module

### 4. Module: Crystallizing team coach's identity

- Presenting individual team coach identities and philosophies
- Crystalizing the process learnings and storyboards as a group
- Completing the evidence of Team Coach Program
- Co-created with the group as their “final show” of the program
- Looking to the future and the next steps to strengthen the culture in one's area





## Fee of Team Coach Program

The participation fee is 4 500 €/person + VAT 24%

The fee includes the training, materials for the program and working spaces in the modules.

Participants will need to take care of their travel costs, accommodation and meals. Organizing party will help coordinating accommodation's and taking care of practicalities.

## Registration – sign in and ask more

Limited number of seats. Program will be max. 18 participants in a registration order.

Ask more about the next programme and email to Mikael Hirvi  
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Phone +358 40 721 5449



# Program Manager & Head Coach

*Mikael "Mimmu". Hirvi Finland*

*Has coached over 1 000 managers, educators and entrepreneurs to learn team coaching all around the world*

*Building team entrepreneurship programs & - ecosystems world-wide in various fields since 2008*

*Founder and a head coach in Chess Mate Ltd.*

