



ESCUELA  
EUROPEA DE  
COACHING

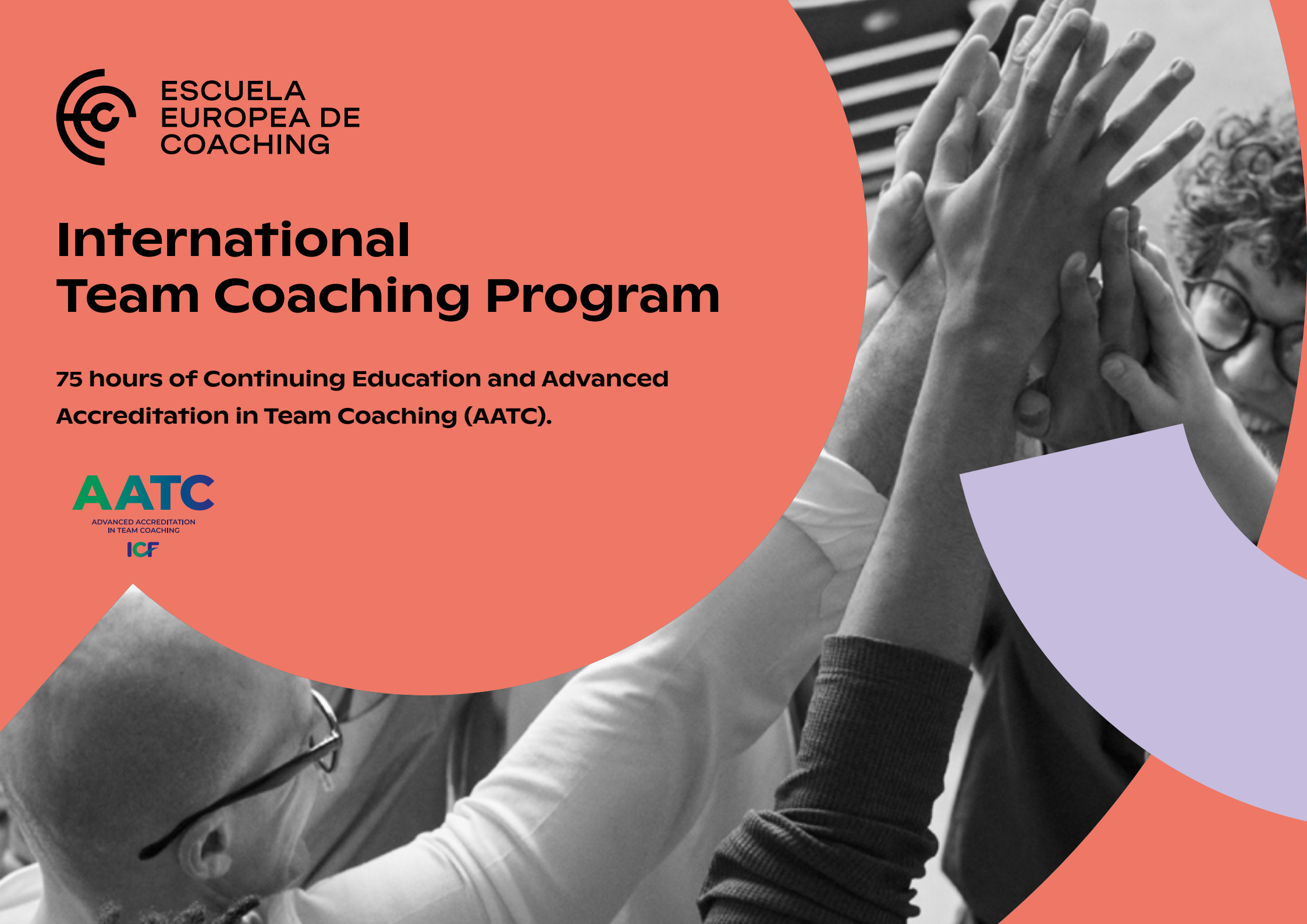
# International Team Coaching Program

75 hours of Continuing Education and Advanced  
Accreditation in Team Coaching (AATC).

**AATC**

ADVANCED ACCREDITATION  
IN TEAM COACHING

ICF



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# EEC

**Escuela Europea de Coaching: experts in coaching consultancy and training, accompanying people and organisations since 2003.**

Escuela Europea de Coaching is an expert in consultancy and training in coaching and in accompanying people and organizations to expand their futures, innovating with our own methods and humanizing the processes. We are a spirited and boutique organization; a team of courageous, agile professionals committed to the sustainable development of people, teams, systems and organizations. EEC is growth, transformation, evolution and futures.

More than 4,500 certified coaches.

More than 17,000 students worldwide and more than 400 client companies.

Spain, Andorra, Italy, Mexico, Chile, Argentina and Colombia.

**Escuela Europea de Coaching. Expanding Futures.**

## Description

What happens when the members of a team don't share a common strategy? In organisations there are excellent professionals at a technical level who, however, are not capable of working as a team and of generating contexts of trust that stimulate creativity and development.

Identifying what limits the development of the team and initiating a transformation to achieve extraordinary results is the mission of a Team Coach. It is also the raison d'être of this program.

# Homologation and Diplomas

This *International Team Coaching Program* by EEC is accredited by the ICF (the International Coach Federation) as an **AATC (Advanced Accreditation in Team Coaching)**.

This program provides 75 hours of Continuing Education to complete the ICF requirements to renew your credential.



## Student Profile

The program is aimed at: practicing executive coaches, team leaders and human resources professionals

## Duration and Modalities

The program consists of 75 hours of training in Team Coaching. It is offered in two modalities:

- Face-to-face: 5 days.
- Online: 15 meetings.

Both modalities include supervision by PCC and MCC coaches; participants share their first experiences as Team Coaches in order to get feedback, coach the coach as well as learning tools or dynamics and, in addition, practice as a Team Coach in real time with an experiential team.

# Program Goals



To evolve as a Team Coach incorporating all the tools seen in the Program, and at the same time to live the experience of being a member of a team.



To train the techniques, competences and specific skills of the Team Coach.



Learning to read the dynamics of teams in depth using the systemic approach.



Identify critical issues such as:

- The Unspoken Rules Of The Game
- Productive And Unproductive Behaviour
- The Circularity Of Communication
- Talk About What Is Not Talked About
- The Roles Of The Members
- Decision Making
- Power Within The Team
- Trust



# Content Summary

## THEORY

### DEFINITION AND FUNCTIONS OF A TEAM COACH

Examining personal experiences within the groups we belong to | Distinguishing between teams and groups: functions, roles, responsibilities, and commitments.

### ROLE OF A TEAM COACH

Essential principles for an effective team within an organization | Varied perspectives for identifying the pivotal points | Unique approaches and feedback techniques employed by a team coach | Modeling as a coach: observing energy flow and providing feedback that unlocks meaningful conversations.

The coach's observations of the team will shape different interpretations, leading to diverse feedback and interventions.

### TYPES OF CONVERSATIONS

Conversational networks sustain the system and perpetuate specific behaviors | Assertiveness | Cultural nuances in team conversations, which can be identified and addressed with the guidance of a team coach to initiate change.

### TOOLS FOR OBSERVING SYSTEM DYNAMICS

A team functions as a living system experiencing phases of formation, conflict, maturity, aging, and eventual dissolution. In each phase, the team's relationship dynamics, leader interactions, acceptance of the coach, self-regulation, feedback exchange, private discussions, and agreements can be observed | The MBTI (Myers-Briggs Type Indicator) | E. de Bono's six thinking hats | Knowledge transfer to the coach.

## CHARACTERISTICS OF SYSTEMS

Recognizing implicit and explicit rules of the game and having the courage to change what is ineffective | Consideration of geography and timing: deliberate choices in member locations and topic discussions during meetings | Decision-making processes: criteria and rules for resolving disagreements, including pros and cons of majority voting, casting votes, veto rights, etc. | Degree of alignment and its relationship to variables like size, participation, cohesion, support, and membership.

## DIFFERENT CULTURAL MODELS

Cultural diversity within a team | Enhancing the effectiveness of each cultural model | Energy flow according to the cultural landscape of each organization.

## THE RELATIONSHIP WITH THE LEADER

Determining the duration, session preparation, and closure criteria for the coaching process | Examining the relationship between each member and the authority figure | Delegating tasks such as moderation, time management, or note-taking to team members during meetings, allowing the leader to observe the team as a whole.

# Content Summary

## PRACTICE

- The practical sessions serve as a platform for participants to actively assume the role of a team coach in real-time scenarios, either with a company team or with teams formed during the program. All participants receive support and continuously develop their skills as team coaches.
- Throughout the practical days, team coaches enhance their abilities in alignment with the essential competencies of a team coach.
- Feedback on individual performance is provided to all participants at various stages of the program. This feedback comes from the team they are working with, fellow observers, and their supervisor, an experienced PCC or MCC coach specialized in team coaching.
- During their internship, team coach participants accompany the team in its various meetings throughout the program.
- The formed teams embark on a new business project that evolves throughout the program until implementation. This process exposes the team to different phases of team development, decision-making, prioritization, task delegation, leadership roles, and other related activities within the purview of the team coach.
- Throughout the practical sessions, team coach participants witness the team's progression and evolution, supporting the team in optimizing its potential to achieve its collective objectives.





# Methodology

This program embodies our educational approach, which combines theoretical sessions with ongoing practical exercises and fieldwork, ensuring comprehensive training. We view coaching as an art that involves mastering the theory, understanding the techniques at a conceptual level, applying what has been learned, and employing the tools that facilitate achieving desired outcomes.

In the International Team Coaching Program, each participant actively assumes the role of a team coach and actively contributes to their own growth and the team's results. With the guidance of supervisors and the EEC's pedagogical department, students actively participate in real-time team meetings.



## EXPERIENTIAL LEARNING

Through practical and experiential exercises, participants have the opportunity to directly experience the concepts and gradually incorporate them, ensuring comprehensive learning and fluency by the end of the program.



## EEC CAMPUS

All course materials, documentation, and supplementary resources are easily accessible to participants anytime and anywhere through the EEC Campus platform powered by Canvas, a tool utilized by 9 out of the top 10 Business Schools worldwide. The platform also facilitates collaboration with colleagues, facilitators, and coaches, fostering engaging discussions and interactions.



## SYNCHRONOUS CLASSROOM

Our online training courses and practices take place in a synchronous classroom environment. These sessions are conducted in real-time, allowing for dynamic interactions and discussions between participants, EEC trainers, coaches, and supervisors. We utilize a dedicated IT training platform and provide personalized technical support throughout the sessions.

# EEC Team

The EEC team consists of highly qualified professionals. All facilitators and trainers at the Escuela Europea de Coaching specialize in Executive Coaching and hold certifications from the EEC. They possess the highest accreditations from ICF, including ACC, PCC, MCC, and bring extensive professional and business experience to their roles. With over 20 years of experience and having trained more than 18,000 professionals worldwide, we have established ourselves as leaders in the industry. Please note that the participation of specific instructors may vary in each edition.

Our teaching staff fulfills the requirements set by the ICF, including ongoing assessment and continuing education, as well as adherence to the ICF code of ethics. Moreover, our supervisors hold the ICF-approved Mentor Coach qualification.

The top management of Escuela Europea de Coaching is entrusted to its founding partners, Silvia Guarnieri and Eva López-Acevedo, who lead a flexible and multidisciplinary organization dedicated to delivering excellence in coaching education.



## SILVIA GUARNIERI

Founding partner and Academic Director at EEC  
MCC Coach by ICF, Certified as a Mentor Coach.

Silvia holds a degree in Pharmacy from the University of Buenos Aires. She is also a Technician in Leadership and Ontological Design from the Buenos Aires Training Institute. Silvia is the author of 'Vínculos y Emociones' and co-author of 'Distinciones del Lenguaje'.



## EVA LÓPEZ-ACEVEDO

Founding Partner and Executive Director at EEC  
PCC Coach by ICF, Certified as a Mentor Coach.

EVA graduated with a degree in Law from the Complutense University of Madrid. Eva has completed training in Situational Leadership from the Center for Leadership Studies and is accredited in the use of the Myer Briggs Type Indicator (MBTI) by Oxford Psychologist.

## Director of the Team Coaching Programme



## Luis Carchak

Senior Coach  
Coach MCC by ICF.  
ACTC by ICF

Graduate and Professor of Sociology. Director of the Team Coaching Program. Technician in Leadership and Ontological Design by the Buenos Aires Training Institute. Former President of ICF Spain. **Advanced Certification in Team Coaching.**

# Why with EEC?

We strive to inspire and guide individuals in unlocking a universe of possibilities in their lives, enabling them to maximize their options and unleash their full potential.

At EEC, people are not only our starting point but also the ultimate focus of our work. They are at the heart of everything we do, and their futures are our utmost priority.

The future represents the boundless potential that lies within your grasp. It encompasses all that your life can become, and it is within your hands to shape.

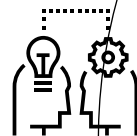
At EEC, we emphasize the importance of aligning your actions with your vision to attain a future that aligns with your aspirations.

The future encompasses a vast realm of possibilities, unique to each individual, and expands exponentially when the EEC becomes part of your journey.

**Escuela Europea de Coaching.**  
**Expanding Futures.**



More from  
35,000 hours  
individual executive  
coaching



ACC, PCC, MCC  
certified coaches  
by ICF



Team of consultant  
coaches with extensive  
company experience



Accredited supervisors  
as ICF Mentor Coach



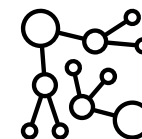
Tailor-made innovation  
for each organisation.  
Boutique consultancy



90% of clients and  
students are senior  
managers.



60% of IBEX 35  
companies have been  
our clients.



More from  
400 team coaching  
sessions



More than 7,000  
certified coaches



More than 400 client  
companies



More from  
17,000 students  
worldwide



EEC is growth,  
transformation,  
evolution and future.



# ALUMNI

EEC Alumni is a learning community for professionals who have completed their training at EEC and aim to excel in their coaching practice. This dynamic space offers various training activities, valuable services, and high-quality resources to address the concerns and needs of EEC students.

## By becoming an EEC Alumni member, you gain access to:

**EXCHANGE EXPERIENCES AND IDEAS:** Engage with a diverse learning community comprising teachers, supervisors, and peers to share insights, perspectives, and knowledge.

**CONTINUING TRAINING ACTIVITIES:** Participate in workshops, conferences, and forums designed to keep you updated on the latest trends and advancements in coaching. Many of these activities offer ICF Continuing Coach Education (CCE) credits.

**NATIONAL AND INTERNATIONAL PRESTIGIOUS PROFESSIONALS:** Benefit from the expertise of esteemed professionals who bring fresh approaches to enhance your coaching practice and broaden your vision of coaching.

**SOCIAL MEETINGS AND CULTURAL ACTIVITIES:** Connect with fellow alumni through social gatherings and enjoy leisure and cultural activities together.

**VIRTUAL SERVICES:** Access a range of virtual resources, including webinars, videos, curated bibliographies, sector news on current issues, and other relevant links of interest.

**EXCLUSIVE DISCOUNTS:** Enjoy exclusive discounts on EEC's coaching programs, as well as on products and services offered by various partnering companies.

**PARTICIPATION IN RESEARCH GROUPS:** Engage in research groups focused on specific coaching-related topics, fostering collaboration and exploration within the coaching community.

# EEC, Generating A Large Network Of People.

Escuela Europea de Coaching is a network that enhances personal growth and development. It goes beyond our current contacts, encompassing the EEC Alumni network and former clients. Together, we create a collective vision and unlock potential for growth and future opportunities within the network.

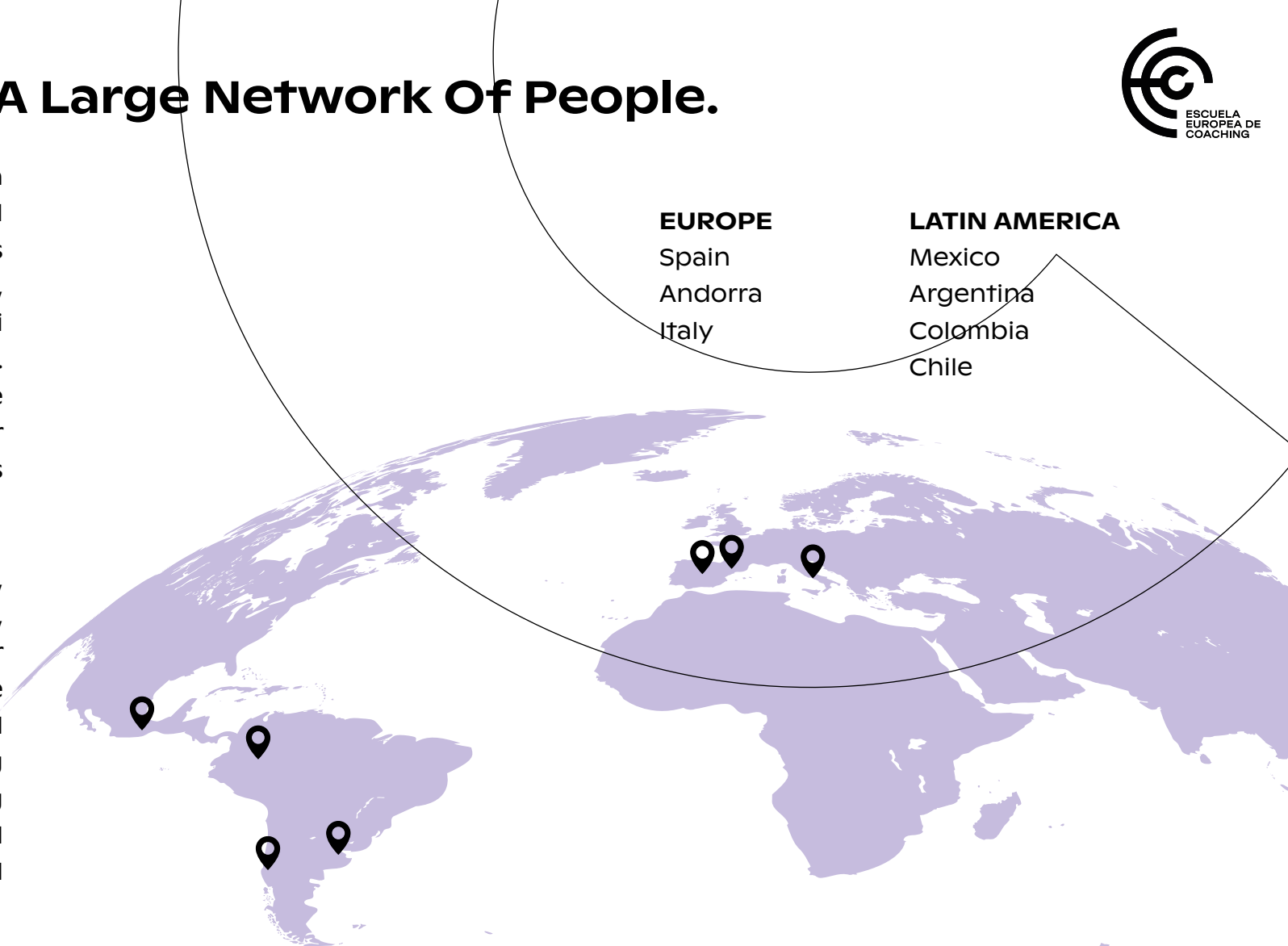
EEC has a presence in Spain, Andorra, Italy, Mexico, Chile, Argentina, and Colombia. Our programs are accessible worldwide through blended learning and 100% online formats. By embracing digitalization, we strive to bring ourselves closer to our clients and provide them with convenient and engaging learning experiences.

## EUROPE

Spain  
Andorra  
Italy

## LATIN AMERICA

Mexico  
Argentina  
Colombia  
Chile



## Information and Registration

For more information or to register, please contact our head office. We will assist you in selecting the preferred location for your program.

*Escuela Europea de Coaching*  
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**Expanding  
futures.**