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Leadership in Motion.PH

LIM Leadership in motion

in partnership with

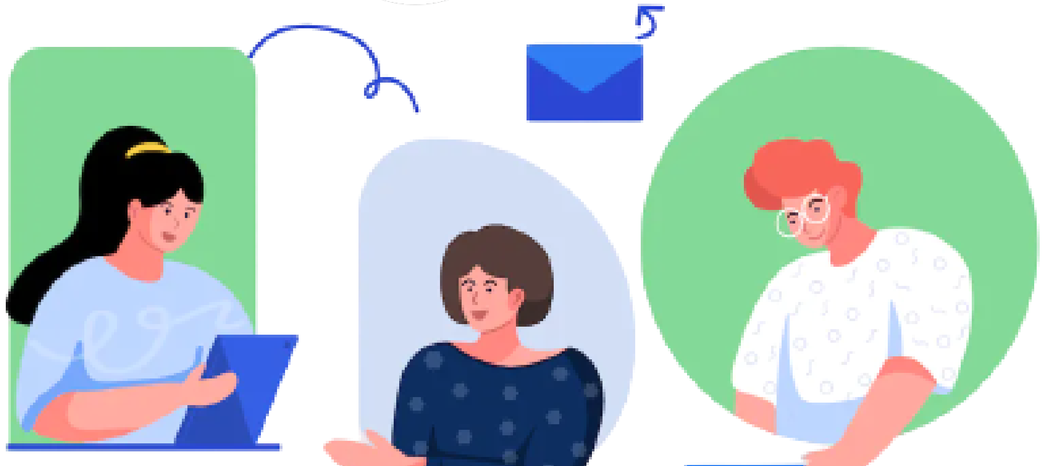
PMAP 1956

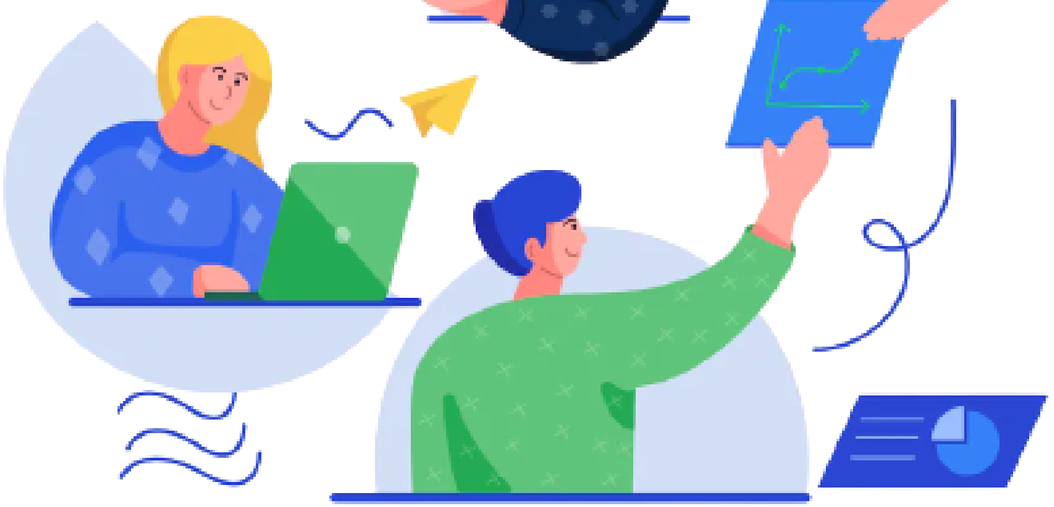
Shared Leadership Team Coach Certification Program® (TCCP®)

For Aspiring and Certified Coaches

ICF-ACCREDITED COACHING EDUCATION LEVEL 1 ICF

CCE ICF CONTINUING COACH EDUCATION ICF





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Leadership in Motion.PH

TCCP® is offered locally by **Leadership in International Management Global Philippines, Inc (LIMGPH)**, a Global Partner of LIM LLC since 2011.

LIMGPH is a coaching and consulting firm that accelerates higher performance for leaders, teams and organizations.

LIM

Leadership in motion

TCCP® is a premier program by **Leadership in International Management (LIM LLC)**, creators of Shared Leadership Disciplines™ and Action-Reflection-Learning (ARL) Principles®.

LIM has more than **35 years** of experience co-designing, delivering and equipping clients with Shared Leadership & Team Coaching principles, skills and tools.

PMAP

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LIMGPH is a proud member and this year a partner of the **People Management Association of the Philippines (PMAP)** in offering TCCP as a development course for its members.

PMAP is the Philippines' premier organization of HR Professionals and People Managers.

Introduction to Team Coaching

The International Coaching Federation (ICF) has recognized the growing importance of coaching teams, beyond one-to-one coaching. In the words of ICF:

"Team coaching is growing rapidly. Team coaching is an experience that allows a team to work towards sustainable results and ongoing development. It is becoming an increasingly important intervention in corporate environments as high team performance requires aligning toward goals, remaining innovative, and adapting quickly to internal and external changes".

In November 2020, ICF rolled out a set of Team Coaching Competencies. ICF also acknowledged the complexity of team coaching:

"Because team coaching is multi-faceted, team coaches must also have a significantly broader knowledge base when working with teams than with individuals. They need to have an understanding of how to identify and resolve conflict, recognize power dynamics within the team, understand what is required for high performing teams, know how to build team cohesion, develop rules and norms, encourage participation and contribution by all, and promote team autonomy and sustainability".

Start your journey to become a SHARED LEADERSHIP TEAM COACH!

The essence of **Shared Leadership** is where leaders give more influence, power and ownership to their team members, enabling them to speak up, step up and take on more leadership and ownership, with a higher sense of purpose.

Why TCCP®?

You will be a versatile, competent and confident Shared Leadership Coach equipped with a proven Tool Kit of more than 40 tools to coach teams and individuals towards excellence.

The Shared Leadership and Action-Reflection-Learning® processes and tools are based on a solid foundation of 10 well-researched and science-based learning principles.

Once certified, you are plugged into our Shared Leadership Coaching Community of Practice (CoP) to sharpen and expand your coaching competency, create new friendships and develop business partnerships and opportunities.

Who is TCCP® for?

- Managers and Team Leaders
- Human Resource Professionals
- Talent Management Professionals
- Learning and Development Professionals
- OD Professionals
- Consultants
- Coaches and Facilitators

for Aspiring Coaches

If you are new to coaching and aspiring to be a credentialed coach with ICF, you will complete the 2 Team Coaching Modules, as well as attend 3 Individual Coaching Modules. These 5 Modules will enable you to attain the ICF Level 1 certificate, which is a prerequisite for your Associate Certified Coach (ACC) application.

for Certified Coaches

If you are already a certified coach, you can expand your skills to become a Certified Shared Leadership Team Coach by completing 2 Team Coaching Modules.

TCCP® Pathways

Aspiring Coaches

Shared Leadership Team Coaching

Module 1
The Essentials of Team Coaching
Core Hours: 23.75

+

Module 2
Becoming a Versatile Shared Leadership Team Coach
Core Hours: 40

=

Team Coach Certification Program® SHARED LEADERSHIP COACH

Individual Coaching

Module 1A
Coaching Fundamentals
Core Hours: 8.5

+

Module 2A
Coaching Competence
Core Hours: 6.75

+

Module 3
Coaching Performance
Core Hours: 18

=

ICF-ACCREDITED COACHING EDUCATION LEVEL 1 ICF

Certified Coaches

Shared Leadership Team Coaching

Module 1
The Essentials of Team Coaching
Core Hours: 23.75

+

Module 2
Becoming a Versatile Shared Leadership Team Coach
Core Hours: 40

=

Team Coach Certification Program® SHARED LEADERSHIP COACH

+

CCE ICF CONTINUING COACH EDUCATION ICF

TCCP® Modules and Core Hours

TCCP® for Aspiring Coaches

Shared Leadership Team Coaching modules

Module 1
The Essentials of
Team Coaching

Module 2
Becoming a Versatile
Shared Leadership Team Coach

Total Core Hours **63.75**

Individual Coaching modules

Module 1A
Coaching Fundamentals

Module 2A
Coaching Competence

Module 3
Coaching Performance

Total Core Hours **15.25**

TCCP® for Certified Coaches

Shared Leadership Team Coaching modules

Module 1
The Essentials of
Team Coaching

Module 2
Becoming a Versatile
Shared Leadership Team Coach

Total Core Hours **63.75**

ICF-ACCREDITED COACHING EDUCATION LEVEL 1 ICF

- *In addition to completing Modules 1 and 2, aspiring coaches are required to complete 3 Individual Coaching modules.*
- *Modules 1A and 2A are conducted concurrently with Modules 1 and 2*
- *Module 3 is an intensive module with the aim of preparing you to meet the ICF Performance Evaluation standards*
- *These 3 Modules combined will have 87 coach-training hours and 10 coach mentoring hours.*

CCE ICF CONTINUING COACH EDUCATION ICF

At the completion of each Module, ICF credentialed coaches will receive a certificate showing the ICF Coach Continuation Education (CCE) hours. Certificates for non-ICF coaches will show the core training hours.

TCCP® for Aspiring Coaches

Shared Leadership Team Coaching

Individual Coaching

Module 1
The Essentials of Team Coaching

Session 1	Launch - Self Intros; Program Overview; Individual Goals coming to TCCP; Team Coaching Modalities; ICF Competencies; Shared Leadership Disciplines; Power Planning Process; JIT Learning; Debrief
Session 2	Peer Learning Process; ARL Principles
Session 3	My World & Exploring Emerging Questions; Open Space; Team-Leader Contracting; Reflection & Dialogue; Debrief
Session 4	4C Coaching Circle; Team Coaching Competency Check; Reflections & Celebrations

Module 1A
Coaching Fundamentals

Session 1	4C Coaching Model ; Group Mentoring 1 - Competency 3 - Contracting
Session 2	4C Coaching Practice: Observed practice with written feedback
Session 3	4C Coaching Model ; Group Mentoring 2 - Competencies 4 & 5: Building Trust & Presence
Session 4	Pathway to ACC ; Goal Setting; CAPs (Coach Accountability Pods)

Face-to-face sessions.
Venue to be announced.

Online sessions.
Zoom meeting links to be provided.

Module 1 helps you to acquire the essence, principles, processes and tools of Shared Leadership team coaching. This will equip you with a good range of capabilities and resources to coach any team to become higher-performing, self-sufficient and enable team members to grow as a team and individually.

You will learn from and with their peers as well as the faculty of Shared Leadership Coaches in a very dynamic set of learning experiences.
Right from Session 1, you can start to apply team coaching skills with your team, organization or in your coaching practice.

You will be provided with a Shared Leadership Disciplines® Tool Kit which contains more than 15 team coaching concepts and tools.

By the end of the Module, you will be well-resourced, well-equipped & competent with the essential Shared Leadership team coaching concepts and tools.

TCCP® for Aspiring Coaches

Shared Leadership Team Coaching

Module 2
Becoming a Versatile Shared Leadership Team Coach

Session 1 Reflections on Coaching Practices; Updates from CAPs; Overview of Module 2

Session 2 Working with Clients

Session 3 7D Consulting Model; Team Coaching Engagement

Session 4 Coaching Teams for Higher Performance; Collecting Fast & Focused Feedback

Session 5 Coaching Teams for Culture Change; Using Our Story to Inspire; Coaching on Emotions; From Difficult to Learning Conversations

Session 6 Developing Versatility; Just-In-Time Re-Design & Delivery; What's Your Coaching Brand

Session 7 JIT Design Competency Check; Team Coaching Engagement Presentations

Session 8 Walk and Talk; Amazing Achievement Award; Reflections & Celebrations

Individual Coaching

Module 2A
Coaching Competence

Session 1 4C Coaching Model; Group Mentoring 3 and 4

Session 2 4C Coaching Practice

Face-to-face sessions.
Venue to be announced.

Online sessions.
Zoom meeting links
to be provided.

With the solid foundation of Module 1, Module 2 is designed to take you to the professional standards and competencies of a Shared Leadership Team Coach.

Using the 5 Shared Leadership Disciplines® and 10 Action Reflection Learning® principles as powerful reference points, you will practice the roles and skills of a Team Coach using actual practice, both during the class sessions as well as outside the class. In parallel to learning and adding more skills and tools to their SLD Tool Kit, you will also learn and apply LIM's 7D consulting process to design and conduct team coaching to a real client as part of your practical course assignment. Experienced Shared Leadership Coaches in the Coaching Faculty will be your Mentors to provide mentoring, guidance and encourage reflective practices. This will enable you to accelerate your learning while engaging your real team client.

By the end of this Module, you are expected to be competent & confident in your team coaching abilities. You will graduate as a Certified Shared Leadership Team Coach, one who is versatile with coaching teams and individuals, ready to help leaders and teams, one at a time.

TCCP® for Aspiring Coaches

Individual Coaching

Module 3 is a bridge to enable you to develop competency and confidence and successfully complete the coaching performance evaluation. This is an intensive module that requires you to practice, practice and practice your 1:1 coaching.
The availability of mentoring and coaching feedback in this module will enable you to be better prepared for the performance evaluation.

The emphasis in this module is enabling participants to attain the coaching standards required by ICF Level 1.

This module includes at least 3 hours of group mentoring and 2 individual mentoring, following the ICF standards and requirements.
The mentoring further solidifies your learning and growth as a coach.

Module 3

Bridge To Coaching Performance Evaluation

Session 1 Reflections on Coaching Practices; Updates from CAPs; Overview of Module 2

Session 2 4C Coaching Framework & Practice; Group Mentoring 5

Session 3 4C Coaching Practice (Fundamentals); Group Mentoring 6

Session 4 4C Coaching Practice; Group Mentoring 7

Session 5 4C Coaching Practice

Session 6 4C Coaching Practice

Session 7 Performance Evaluation Tips

Session 8 4C Coaching Practice

Submission for Performance Evaluation
(Audio Recording & Transcript)

Session 9 Conclusion of Module 3

Face-to-face sessions.
Venue to be announced.

Online sessions.
Zoom meeting links
to be provided.

TCCP® for Certified Coaches

Shared Leadership Team Coaching

Module 1
The Essentials of Team Coaching

Session 1 — Launch - Self Intros; Program Overview; Individual Goals coming to TCCP; Team Coaching Modalities; ICF Competencies; Shared Leadership Disciplines; Power Planning Process; JIT Learning; Debrief

Session 2 — Peer Learning Process; ARL Principles

Session 3 — My World & Exploring Emerging Questions; Open Space; Team-Leader Contracting; Reflection & Dialogue; Debrief

Session 4 — 4C Coaching Circle; Team Coaching Competency Check; Reflections & Celebrations

Module 1 helps you to acquire the essence, principles, processes and tools of Shared Leadership team coaching. This will equip you with a good range of capabilities and resources to coach any team to become higher-performing, self-sufficient and enable team members to grow as a team and individually.

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Module 2
Becoming a Versatile Shared Leadership Team Coach

Session 1 — Reflections on Coaching Practices; Updates from CAPs; Overview of Module 2

Session 2 — Working with Clients

Session 3 — 7D Consulting Model; Team Coaching Engagement

Session 4 — Coaching Teams for Higher Performance; Collecting Fast & Focused Feedback

Session 5 — Coaching Teams for Culture Change; Using Our Story to Inspire; Coaching on Emotions; From Difficult to Learning Conversations

Session 6 — Developing Versatility; Just-In-Time Re-Design & Delivery; What's Your Coaching Brand

Session 7 — JIT Design Competency Check; Team Coaching Engagement Presentations

Session 8 — Walk and Talk; Amazing Achievement Award; Reflections & Celebrations

Face-to-face sessions. Venue to be announced.

Online sessions. Zoom meeting links to be provided.

Shared Leadership
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Testimonial

The Shared Leadership Disciplines® in TCCP® has been helpful to me in continuously shaping the skills and competencies of our leaders in EDC. Together with my team, we have introduced fundamental concepts I learned from TCCP® and this became part of our leadership tool in dealing with organizational concerns and engaging employees.

As a new coach, the tools and techniques of TCCP® help build my coaching competencies. What I really appreciate most is TCCP®'s learning approach. Other coaching programs will provide you the fundamental concept and a few workshops to apply the skills. With TCCP, they focus on the skills development. They use education, exposure and immersion as a technique to hone the coaching competency. The education part is discussing the concept, mini lectures are provided with sharing of experiences to better understand the concept. The exposure is to witness how it is done as an observer. The immersion is the actual doing of the technique and coupled with feedback and suggestions not only from one coach but several coaches who can share best practice.

The best part is you are not alone during the start-up experience. Coaching partners and groups are created and formed to help in the coaching practice. The coaching community of TCCP® is also very active – sharing tips, leads, additional learning and providing support in the coaching journey , which gives one a needed push of confidence through sharing feedback and appreciation.

I am very thankful for taking the coaching plunge with TCCP®. We are more than a community. At TCCP® we are family, ready to help anyone to succeed in this chosen field.

Beth Nasol
DPM, SLC

TCCP® Cohort 21
Past President, PMAP
SVP, Energy Development Corporation (EDC)

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Testimonial

I am passionate about teams because I believe that as organizations transform to become more agile, they will rely heavily on high performing teams. I consider team coaching as a rich addition to my existing skillset.

My team coaching journey has been a fulfilling one. I have learned from my team coaching application project that establishing trust with the team leader is critical before plunging into team coaching. It is important that I have the opportunity to regularly exchange ideas and share experiences with my colleagues in the LIM community.

To my classmates, our face-to-face interactions have been truly magical because of the abundance of learning insights we produced together.

Gerry Plana
DPM, SLC

TCCP® Cohort 29
Chief Executive, Inspiring Partners, Inc.
Past President, PMAP
Past President, PSTD

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Testimonial

Continuous learning and improving from what I was yesterday has always been my mantra.

LIM's Shared Leadership TCCP® started my serious coaching journey. I have known many tools, processes and concepts before but attending the program opened more possibilities to use and integrate these tools to address challenges an individual, a team or an organization faces. The numerous practice sessions inside and outside the class honed my listening and questioning skills further as these are very important in the coaching practice. As I delved more into the program, I got to know myself better.

I sincerely appreciate the support of LIM's Shared Leadership TCCP® project team and for making the program very experiential with the appropriate environment for learning. The openness and sharing of my fellow participants further enhanced the program.

Rosario "Chit" Ventura
DPM, SLC, EC

TCCP® Cohort 16
Past HR Director/Regional Public Affairs Manager, Intel Corporation

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Testimonial

The Team Coaching Certification Program® (TCCP®) from Leadership in Motion (LIM) has been nothing short of transformative and magical. The program's simplicity coupled with impactful facilitation guided me through a journey that not only enhanced my coaching skills but also provided deep insights into effective team dynamics. With the support of LIM's exceptional coaches, I felt empowered to apply what I learned immediately.

Delivering sessions using Team Coaching to several organizations, I witnessed firsthand the remarkable positive response from both teams and business owners. TCCP® equips you with practical tools and insights that make a tangible difference in team performance, organizational success, and long-term, sustained growth. I wholeheartedly recommend TCCP® to anyone looking to make a meaningful impact in their coaching practice and beyond.

Dr. Rey B. Fremista
SLC

TCCP® Cohort 21
President, Philippine Society for Quality
Immediate Past President, PSQ Foundation
Senior Director for Process Engineering, InteLogix
Founder & Chief Consultant, MindGrit

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Testimonial

The power of Pause in our life, gentle but effective team interventions, and the coaching of the person and not of a specific problem are 3 of the most profound things that I have learned through the Team Coaching Certification Program® (TCCP®) of Leadership in Motion.

Because of the immense support and guidance provided to me and our team in Ayala Foundation by the TCCP® coaches, we now feel truly empowered to assist people to accept and express who they are, grow more as a professional, and become better as human beings.

The important transformational skills that I learned through this program has immensely been life changing and I hope more professionals, especially those working for and with other people, could join TCCP® in the future.

Joselito "Lito" Ereno SLC

TCCP® Cohort 29
HR Development Manager,
Ayala Foundation, Inc.

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Testimonial

I've had the privilege of receiving formal coaching many years ago while I was a corporate executive. The insights & self-awareness I gained from coaching were material in my maturing process as a leader. Realizing the benefits of coaching, I've always wanted to become a coach myself, so I can also help others.

My formal coaching journey started with my enrolment in LIM's TCCP® which taught me the skills to do, not just one-on-one coaching, but also team coaching using the Shared Leadership Discipline. The latter is particularly interesting to me because I know that high-performance teams don't happen by chance. They are intentional, with team coaching as an enabler.

The concepts I learned from the course were not totally new to me, but the way they were taught to the class was pragmatic, integrated and action reflection-oriented so you really get to absorb them. The course provided plenty of opportunities for us to practice the skills, with rich feedback coming from not only the LIM coaches but also other participants. Today, we continue to learn from each other as a community of coaches, all eager to make a difference in the world through coaching.

Zinnia Rivera
SLC

TCCP® Cohort 16
Past President, Red Ribbon Bakeshop Inc.,
Past President, Johnson & Johnson Phil. Inc.

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Testimonial

After completing the Shared Leadership TCCP®, I was able to further enhance my ability to be more inclusive during team coaching sessions through the SRWR framework. My listening skills also improved as a result of learning and applying the 5Cs in the Shared Leadership Disciplines®. More importantly, being able to ask the right questions during a coaching session allows my internal clients to have more ownership in dealing with their challenges as they reflect and create their own ideas and action plans. Following up on the action plans also became a more focused conversation. Kudos to LIM for this certification program!

Hilda Cardenas SLC

TCCP® Cohort 21
SVP, Global HR Director at FactSet

Testimonial

Investing in this program has been one of the most worthwhile things I've done for myself.

For the longest time I have been provided with corporate trainings from the companies I have joined in my career. But this I would say provided me with the most concepts, principles and tools to become an advocate of Shared Leadership.

Learning Team Coaching made me understand how to effectively guide my team to navigate through challenges and how we can learn from each other.

The biggest bonus comes from meeting people outside my usual circle and learn with these beautiful individuals.

Noel delos Reyes SLC

TCCP® Cohort 20
Pharma Marketing Professional

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Testimonial

Am deeply grateful for the Shared Leadership Coach journey with TCCP® Cohort 21. Being in People Management and Development and various advocacies for almost three (3) decades, this provided a fresh and inspiring perspective, agile and succinct action points on how Shared Leadership Coaching is an instrument of Culture-Shaping and Transformation, and Meaningful People Engagement for Productivity and Sustainability.

Marie-cor Militante
FPM, SLC

TCCP® Cohort 21
Former Trustee (2019-2023), PMAP

TCCP® Fees and Schedule

	For PMAP Members		For PMAP non-members and Open Public Workshop	
	For Aspiring Coaches	*For Certified Coaches*	*For Aspiring Coaches*	*For Certified Coaches*
Module 1 & 1A	PHP 53,337.00	PHP 50,004.00	PHP 58,670.00	PHP 55,000.00
Module 2 & 2A	86,673.00	83,340.00	95,340.00	91,670.00
Module 3	33,336.00		36,670.00	
Total Learning Investment	**PHP 173,346.00**	**PHP 133,344.00**	**PHP 190,680.00**	**PHP 146,670.00**

TCCP® Cohort 32 starts on April 06, 2024

Register Now!

https://www.leadershipinmotion.ph/tccp-2024-register

Questions and additional info? Chat with us! **m.me/leadershipinmotion.ph (Facebook Messenger)**

Like and follow our official social media pages:

leadershipinmotion.ph leadershipinmotion-ph leadershipinmotion.phils

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Accelarating Higher Performance