

# JS-International



## MASTERY IN TEAM COACHING

A programme for international leaders who wish to drive impact at a team and business level

**NEW**

[WWW.JS-INTERNATIONAL.COM](http://WWW.JS-INTERNATIONAL.COM)

# OUR PURPOSE


Our purpose is to deliver a world-class accredited programme in team coaching for Leaders in business.

We aspire to be the best for the world and are committed to create a cadre of Leaders that are sought after as they really make a difference to their teams and are a positive source of influence.

We have created an excellent programme for you to learn how to be a world-class Team Coach in a team leadership role.

We are committed to deliver this programme face-to-face and preparing you to be able to deliver team coaching confidently and flexibly in a way that the world will continue to demand.





*"Few have the greatness to bend history itself, but each of us can work to change a small portion of events, and in the total of all those acts will be written the history of this generation. It is from numberless diverse acts of courage and belief that human history is shaped. Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and, crossing each other from a million different centres of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance."*

**Robert F. Kennedy**

# WHY TEAM COACHING FOR LEADERS?

*"If you can avoid  
creating a team,  
do so"*

**Michael West**  
*Effective  
Teamworking*



# Leading teams is not easy.

- Yes, leading teams is not easy and it is tempting to drive performance at an individual level. However, it is rare in our experience that organisations do not need to learn how to work together. What business does not have interdependencies? Who can truly deliver results alone? We are told that the sum of the whole is greater than the parts (attributed to Aristotle). However, in our experience the synergistic effects of teamworking are often unrealised. When does  $1+1+1+1+1+1=6$  or more? We often understand the 1's but do we really understand the pluses? This is what you will learn on our programme.

- In 1913, Ringelmann, a French agricultural engineer, took a rope and asked individual people to pull on it. Then he asked those same people to pull on the rope with a group. He observed that when people pulled with a group, they put in less effort than when pulling on their own. This is now known as the Ringelmann effect or social loafing which is a common phenomenon in teams. You will learn how to overcome social loafing in teams through team coaching.

- Patrick Lencioni in 2002 wrote about the 5 dysfunctions of a team:

1. Inattention to results
2. Avoidance of accountability
3. Lack of commitment
4. Fear of conflict
5. Absence of trust

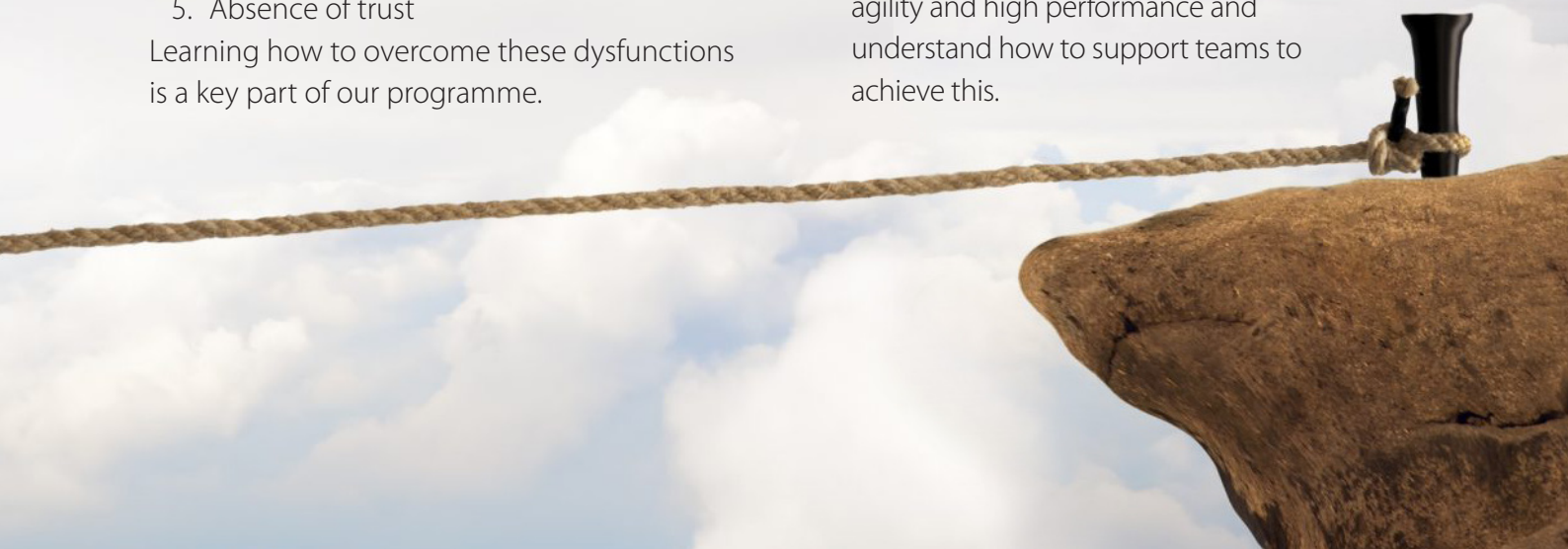
Learning how to overcome these dysfunctions is a key part of our programme.

- The art of teamwork is trying to make up for the substantial level of loss. This means loss in productivity, creativity and problem solving. Team coaching can help substantially improve performance and overcome these deficiencies.



- As a leader of a team or teams it can often feel like walking on a tight rope with a huge burden. You may be questioning if there is time to focus on people issues with world events that cannot be anticipated like the conflict in Ukraine, or global supply chain problems or trying to recover from financial losses from covid or Russia.

- We truly believe it is critical to do so as the main unit of performance in a business is a team. The most effective way to focus on people and make up for the substantial loss of being a team is through team coaching. Creating high performance teams is possible. During our programme you will learn how to leverage the synergistic effects of teams. You will benchmark agility and high performance and understand how to support teams to achieve this.



# WHY OUR TEAM COACHING PROGRAMME FOR LEADERS?

Making a decision about which Team Coaching programme to attend can be challenging. It is important to explore the option that is right for you. When we set-out to design our programme there were critical things that we embraced in our programme design:

- We wanted to create an inspiring programme for **Leaders with existing team responsibilities** learning alongside a **safe circle of like-minded** international Leaders striving to **drive team performance. It is a real opportunity for you to network, exchange ideas and learn from a group of peers.**
- We wanted to ensure that the Team Coaches we trained were **not wedded to a specific methodology**. We, therefore, expose our aspiring Team Coaches to **different ways of working** as a Team Coach, so that at the end of the programme you can make an informed choice about how you wish to work with your team(s).
- In addition we wanted to ensure that our Team Coaches were informed about the psychological underpinning of coaching. We, therefore, cover the different **psychological approaches**.
- We include **diversity, equity and inclusion and appreciation of transcultural issues in business, together with an understanding of unconscious bias and its impact on decisions.**
- We include **Supervision**, so that you can benefit from different ways to enhance your practice.
- We refer and embrace the **latest Team Coaching Competencies** published by the International Coaching Federation (ICF) and we are applying to be an approved **accredited ICF programme**.





# WHAT IS THE CONTENT OF THIS PROGRAMME?

The components of our learning content are steered by the accreditation guidelines from the ICF (International Coaching Federation: [www.coachfederation.org](http://www.coachfederation.org)) as well as our own standards.

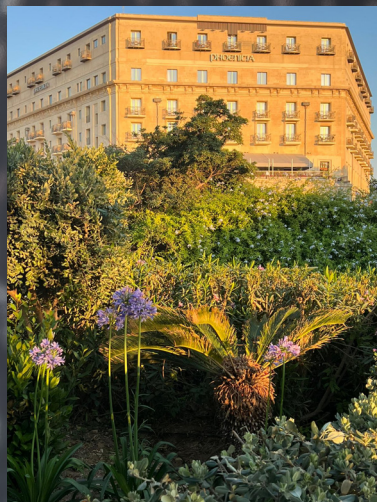
The modules are:

- Best practices in team coaching
- Systemic team coaching to improve performance
- Resolving issues and delivering results
- Coaching the C-Suite

# HOW IS THIS PROGRAMME DELIVERED?



- The programme is delivered face-to-face. Two trainers (ICF Master Certified Coaches) are present, the programme is interactive and it is run so that you will benefit from personal and small group feedback.
- The modules will be delivered two modules at a location in Malta and another two modules in Switzerland.
- The programme is facilitated by Sally Jackson (Master Certified Coach) and Jan Versteeg (Master Certified Coach). Both of these world-class trainers have more than 20 years of coaching and team development experience in top global organisations.
- The programme is delivered in a modular way: 4 workshops over approximately 10 months.
- The programme includes the required amount of Supervision to meet the ICF demands.
- Upon successful completion of the course, you are awarded our own certificate and when successful, you will be able to apply for ICF certification retrospectively.





# WHAT IF YOU WOULD LIKE TO ATTEND?

## **DATES ARE:**

- Best practices in Team Coaching  
**16TH - 18TH JANUARY, 2023**
- Systemic Team Coaching to improve performance  
**20TH - 22ND MARCH, 2023**
- Resolving issues and delivering results  
**12TH - 14TH JUNE, 2023**
- Coaching the C-Suite  
**3RD - 5TH SEPTEMBER, 2023**

Please call or email Sally Jackson for an introductory conversation:

- Email: [sallyjackson@js-international.com](mailto:sallyjackson@js-international.com)
- Phone: +356 99727552

It is highly recommended that you have conducted some personal development work and have a high proficiency in the English language, both written and oral. It is also beneficial for you to have done some coaching or mentoring, either formally or informally. You will also need a good internet connection and private space to attend the training.

We are very happy to provide references and for you to talk with previous participants on request.

### *What have participants said about our previous programmes?*

*"I arrived with high expectations, and was amazed and delighted by the power of this programme. Not only has it enhanced my coaching skills but it has had a real impact on me personally."*



*"This was a unique learning experience; it was not just about learning the techniques, it was clearly designed to facilitate our own change process. By being excellent role models and building tremendous trust in both the process and in ourselves. Sally & Jan, really made a difference. And now we will be able to also!"*

*A wonderful training experience with two masters - The days flew by, which considering the length of them was surprising. I felt energised, informed, entertained and most importantly skilled by the time I finished the course.*

*Speaking as a true corporate beast: You talk my language, understand my needs and provided me with a real blue chip experience... thank you!*

# JS-International

NO.11 L-UFFICCJI – GROUND FLOOR  
MISRAH 28 TA' FRAR 1883  
BIRKIRKARA BKR 1501  
MALTA

[WWW.JS-INTERNATIONAL.COM](http://WWW.JS-INTERNATIONAL.COM)