

IDM Certification in Developmental Team Coaching

Beginning in 2014, IDM will certify team coaches as practitioners of the CDF-based approach to working with teams. Certification comprises altogether 40 hours of instruction, obtained through the following four courses:

1. Team Coaching for Maturity, An Adult-Developmental Perspective (6 x 1 hr; (http://interdevelopmentals.org/team_maturity.php), Gateway to developmental team coaching
2. Program I: (social-emotional coaching (6 x 1 hr; <http://www.interdevelopmentals.org/certification-module-a.php>)
3. Program II: cognitive coaching (6 x 2 hrs); <http://www.interdevelopmentals.org/certification-module-b.php>)
4. Developmental Team Coaching Case Study (8 x 2 hrs), as herein described.

Those holding the IDM *Developmental Assessment* or *Master Developmental Coach/Consultant* Certificate for working with a single client need to register only for the first and the last course (22 hrs of instruction).

Having participated in the first 3 courses, above, participants can submit to the IDM Director of Education a case study on a single team. Submission requires choosing to work with a particular team for minimally 2 months. In detail, submission comprises the following items:

- Recording and transcription of a 1-hr diagnostic (i.e., social-emotional) probing conversation of a team, with a short written summary of procedures used and results obtained.
- Recording and transcription of a 1-hr cognitive-developmental intervention (inter-developmental dialectical discourse) with the team, focusing on what the coach found absent in team discussions, with a short written summary of procedures used and results obtained.
- A written analysis and description of the developmental type of the team the coaching started out with and ended up with, based on the above.
- A report about the behavioral changes that were observed during a 2-month coaching of the team, used as empirical support for an hypothesis about the developmental transformations the team has undergone.

The case study can also be submitted as a Masters thesis or doctoral dissertation.

Structure of the Program

The IDM Team Coaching Certification Program is geared to experienced team coaches who wish to expand their tool repertory to include adult-developmental CDF tools. It is equally geared to experienced individual coaches who desire to expand their expertise to working with entire teams and groups. The structure of the program is the same for these two groups. Individual coaches who hold either a “Developmental Assessment” Certificate or a “Master Developmental Coach/Consultant Certificate” need only register for the first and fourth course in this curriculum.

After being introduced to adult-developmental notions of team maturity in the first, “Gateway” course, participants begin to practice social-emotional team diagnostics based on the semi-structured interviewing of team members (6 hrs), based on the Constructive Developmental Framework. Having thus acquired an intuitive notion of the type of team they are working with, participants will practice cognitive coaching techniques that are new additions to the field of team coaching (12 hrs). Having acquired both diagnostic and intervention skills, participants are ready for undertaking a **team case study** of their own, as required for CDF-certification as a *Developmental Team Coach*.

Program Objectives

1. Introduce team leader coaches, manager coaches, and external team coaches to the fundamentals of thinking developmentally about teams from the get-go.
2. Help participants understand the dynamics of teams in greater depth, in terms of adult development over the lifespan.
3. Breed tolerance and understanding for team behaviors deviating from one’s own functioning in teams, seeing it in light of adult-developmental research.
4. Make evident to participants the characteristics of six developmentally different teams as they follow each other in a developmental progression toward higher maturity levels.
5. Introduce a cognitive-developmental team coaching methodology based on deep, dialectical thinking.
6. Propose procedures for bringing together behavioral and developmental coaching methods to address the unique characteristics of teams.

Important of Working as a Cohort

In our experience, a program like the present one is most effective if participants work together across all modules, forming a team themselves. In this program, cohort members thoroughly get to know others’ work and become midwives of others’ accomplishments in team coaching. For this reason, a minimum of 6 participants per course is expected in each module.

What Participants Will Learn

Participants will be challenged to think about the teams they know and are part of in an adult-developmental fashion. They will be asked to bring to class their own team issues that arise from the work within their respective organizations. Acting themselves as a team in the course, they will begin to try out the new methods the course is offering them.