

SPECIALIST CERTIFICATION TRACK

Strengths-based Team Coaching

Today's teams face compounding disruption, including AI adoption, hybrid working, economic challenges, and shifting workforce values and expectations, while needing to build high-performing, psychologically safe teams. **This specialist track teaches you to run the EnergizedTeams™ team diagnostic and facilitate key elements of a full-day team development session, using a systemic, strengths-based approach, with a toolkit of facilitation tools you'll practise live and take away.**

LEARN › APPLY › ANCHOR › TAKE AWAY › CERTIFY

FORMAT

Structure: 1-day live workshop + 0.5-day anchoring session, 4–6 weeks apart — delivered live online

Pre-work: Use your included TalentPredix™ Team Profile with your practice team before Day 1, ready to debrief live in the workshop

Delivery times: Day 1: 09:30–17:00 | Day 2: 09:00–12:30 (UK time — please convert if joining internationally)

Certification: Team Coaching certificate — counts toward TalentPredix™ Strengths Master Certification

✓ Includes 1 TalentPredix™ Team Profile for practice

Purchased with TalentPredix™ Practitioner Certification

£1,725 excl. VAT

Purchased by existing TalentPredix™ Practitioners

£995 excl. VAT

Partner and Premium Practitioner discounts applied automatically at checkout



Who it's for

Certified TalentPredix™ practitioners coaching or facilitating teams and leadership groups

Consultancies and facilitators wanting a shared, strengths-based team methodology across their practice

What you'll learn

- ✓ Recognise today's **fast-changing team context** — AI adoption, hybrid working and generational mix
- ✓ Run the **EnergizedTeams™ team diagnostic**, including the TalentPredix™ Team Profile, to reveal team-level strengths, limiters, motivations and values
- ✓ Plan and facilitate key elements of a full-day team development session, including a **Team Charter and development roadmap**

- ✓ Apply growing awareness of **neurodiversity** to how you facilitate and coach teams
- ✓ Apply the **six systemic EnergizedTeams™ practices** — including psychological safety
- ✓ Draw on a **toolkit of team facilitation and coaching tools**, practising some live and taking others away

What makes this track different

The EnergizedTeams™ team diagnostic and six systemic, strengths-based practices

A toolkit of team facilitation and coaching tools — practise a selection live, take the rest away

Real practice planning and facilitating elements of a live team session

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What the Programme Covers

DAY 1

Planning & Facilitating High-Performing Team Sessions

TEAM CONTEXT TODAY

Why Team Effectiveness Matters Now

AI adoption, hybrid working and multi-generational teams — the pressures reshaping high-performing teams.

TEAM DIAGNOSTIC

Team Discovery & Diagnostics

Tuckman's stages and the EnergizedTeams™ diagnostic, using TalentPredix™ Team data to surface clarity and blockers.

SYSTEMIC TEAM COACHING

The Six EnergizedTeams™ Practices

Inspiring Purpose, Unshakeable Trust, Agreed Principles, Complementary Partnership, Dependable Delivery, Continuous Learning — mapped against Lencioni's 5 Behaviours.

COMPLEMENTARY PARTNERSHIP

Team Profile: Strengths & Limiters

Debriefing the TalentPredix™ Team Profile to build Complementary Partnership and address talent overuse.

PSYCHOLOGICAL SAFETY

Building Trust & Psychological Safety

Breakout facilitation to build psychological safety and agree how the team works together.

INSPIRING PURPOSE

Purpose, Vision & Team Charter

The Purpose–Strategy Pyramid and Team Charter, aligning vision, goals and stakeholders.

OVERCOMING BLOCKERS

Circle of Concern, Influence & Control

Separating what teams can control, influence and worry about, to tackle real blockers.

DELIVERY & LEARNING

Dependable Delivery & Continuous Learning

A Start/Stop/Continue roadmap and feedforward exercise, building habits of delivery and improvement.

DAY 2 — ANCHORING

From Practice to Practice-Ready

- 1 **Peer Practice Review** — small-group debrief of the session elements you planned and facilitated since Day 1
- 2 **Advanced Facilitation Clinic** — bring your toughest current team dynamic for group problem-solving
- 3 **Positioning Your Team Coaching Practice** — packaging team days and off-sites for individual clients and consultancies alike
- 4 **Keeping Current** — a light framework for tracking team-effectiveness research after certification
- 5 **Certification, Commitments & Close** — Team Coaching certificate awarded

What You Receive

✓ **Team Coaching certificate**
Counts toward TalentPredix™ Strengths Master Certification

✓ **1 TalentPredix™ Team Profile for practice**
Put the methodology into practice with a real team.

✓ **Team facilitation toolkit**
Exercises and templates covering the EnergizedTeams™ practices — practise live, take the rest away

✓ **Full-day session guide**
For planning and facilitating elements of your own team development sessions

✓ **Practitioner community**
Access to the case-clinic peer group and the global TalentPredix™ practitioner community

Book the Career Coaching Pathway