

Turner International Prospectus

Senior Practitioner

2025





Table of Contents

03 About Turner International

04 Toward Team
Coaching Mastery

05 Pathway for Accreditation

06 Senior Practitioner Overview

07 Criteria for Enrolment and
Recognition of Prior Learning

08 Course Content

11 Commitments
and Requirements

12 Certification

12 Ongoing support

13 Faculty

14 Program Founder and Supervision

15 Testimonials

16 Program Schedule

18 Fees

19 FAQ

21 Terms and Conditions

About Turner International

Turner International is a globally renowned boutique Team Coaching consultancy setting the standards for Team Coaching and Team Coach training in the Asia Pacific. Turner International has been working in partnership with David Clutterbuck and Clutterbuck Coaching and Mentoring International and the Global Team Coaching Institute (GTCI) for over a decade delivering team coaching training to team coaches around the world.

We are committed to teams as the core of co-creating organisations of the future. Our founder, Tammy Turner, has written over 25 books and articles and is an internationally sought-after speaker on the future of coaching.

As one of the leading providers of team coaching, team coaching training and team coaching supervision, Turner International recognises 9 key attributes vital to team-based interactivity in any company or organisation to support transformation:

- **People focused**
- **Purpose led**
- **Systemically impactful**
- **Cohesive in decision making and accountability**
- **Networked through teams and shared responsibility**
- **Stakeholder informed**
- **Adaptive**
- **Inclusive**
- **Evolutionary**

These simple but fundamental attributes form the foundation from which true evolution can occur. We are proud to include hundreds of coaches in our team coaching community, positioned all around the world, whose reach is transforming the planet we live in. We invite you to join us in cultivating industries and communities that foster meaningful interactions and relationships.

“

We are committed to evolution through teams. Evolution is the responsibility of all, for the benefit of people we serve and the environment that sustains us.

~ Tammy Turner, Australia/USA



Tammy Turner
Founder, Turner International

Toward Team Coaching Mastery

Practitioner

Starting point for anyone wanting to become a team coach or Accredited Practitioner

EMCC Accreditation
TCQA20200005



Senior Practitioner

Deeply embedding your team coaching practice.

EMCC Accreditation
TCQA20200004



Ongoing Professional Development for Team Coaches

To supplement your work with teams, Turner International offers Professional Team Coaching Supervision and Community Learning Groups



Pathway for Accreditation

Team Coaching SENIOR Practitioner ITCA (Individual Team Coach Award)

1

Senior Practitioner Program Attendance

Attend 14 of the 16 full group sessions (excluding Orientation), all Action Learning Groups and Supervision live to receive the required attendance for certification.

2

Complete & Submit your Senior Practitioner Assignment

A series of reflective questions (google form) that is assessed by a faculty member.

3

Complete an EMCC Graduation Form

Provide your details and consent to data sharing with EMCC Global. Completing this form does not commit you to joining the EMCC and paying for Accreditation (the EMCC will email you later for this) but completing this form gives you the option to activate it now or anytime in the next 5 years (the lifetime of the award).

4

Complete a Program Feedback Form

A key aspect of the EMCC EQA training provider standards.

Steps 5 through 8 are for those who want EMCC Accreditation

5

5. Join the EMCC Global (if not already a member)

Annual memberships fees vary by country. Students benefit from a 25-30% discount.

6

6. Claim your EIA (European Individual Accreditation) at the Senior Practitioner Level (if not already attained).

Activate and pay for your EIA.

7

7. Claim your ITCA (Individual Team Coach award) at the Senior Practitioner Level

Activate and pay for your ITCA.

8

8. EMCC Certificates

Upon completion of the above, EMCC Global will send your e-certificates which are valid for 5 years (from the date of your award).



Add to your LinkedIn profile and let everyone know you have become a team coach.

EMCC Accreditation Process

For Accreditation, you must have at least three current or recent team coaching engagements with a general expectation of a minimum 4 sessions per team — PLUS - EMCC Global TCQA Senior Practitioner Level or equivalent Team Coach Senior Practitioner qualification and/or experience via Reflective Practice Logs and/or Case Studies. The EMCC Senior Practitioner programs require at least 500 hours of training/education in order to be accredited.

Senior Practitioner Overview

In partnership with Clutterbuck Coaching and Mentoring International (CCMI), Turner International presents the Senior Practitioner Program. Offering the next phase for Team Coaches who want to become professional Team Coaches or work regularly with teams and groups, this program aims to ensure competency and embodied confidence by extending coaching approaches to helping teams become more effective and ultimately developing the capability to coach themselves. This program builds on learning from the Team Coaching Practitioner program (or equivalent/bridging program) and aims to embed Team Coaching within both the practitioner and the team.

This experiential program will see you apply your learning to at least two practice teams, working with fellow participants as co-coaches and within learning groups. You will submit case studies and a final assignment to maximise your learning, qualifying you to become an Accredited Senior Practitioner Team Coach.

This year-long program will see you:

- Enhance your capability and capacity as a Team Coach.
- Support the team and its members to engage across the organisation through your practice teams.
- Extend your ability to Contract and support Psychological Safety.
- Work with Complex Adaptive Systems (CAS) via real life case studies.
- Strengthen PERILL model concepts across an organisation using organisational design.
- Employ the PERILL diagnostic (a free tool offered to all students in the program!).
- Understand the CNIIC model and how to work with forces acting on a team.
- Gain comfortability with conflict and use it productively with teams by applying the conflict and fault-free analysis approach.
- Practice Team Coaching and team engagement processes.
- Receive Team Coaching supervision.
- Extend or complete a Team Coaching assignment.
- Take authority as a Team Coach, working alongside a Co-coach and Team Leader.
- Use case studies to examine your work and practice your Team Coaching skills.
- Receive feedback and support your peers during live Team Coaching practice.
- Manage complex team engagements and teams of teams integration.



Criteria For Enrolment and Recognition of Prior Learning

To enrol in our Senior Practitioner program participants will need to have completed a Team Coaching training using the PERILL model and David Clutterbuck's approaches. If not completed with Turner International Inc, participants will need to attend a bridging program to learn the aspects of the model that underpin the Senior Practitioner Program.

The Bridging program is at an additional cost of AUD\$500. Participants need to sign up for the Bridging program when you register for Senior Practitioner. Details on the Bridging program for Senior Practitioner will be provided once registrations close.

The following is a list of approved programs that qualify practitioners for enrolment (please note a bridging program will be required for each of these programs):

- GTCI Team Coaching Practitioner Program Certification (either PERILL or Systemic Team Coaching).
- Clutterbuck Coaching and Mentoring International (CCMI) and/or ATC Practitioner Program Certification.
- AoEC/Renewal Associates Systemic Team Coaching® Practitioner Certificate or Diploma.
- ORSC Coaching Certification.
- Henley Business School.
- Ruth Wageman's 6 Conditions.
- Team Coach International Team Coaching Program.
- Smurfit Business School (Dublin).
- High Performance Team Coaching System (Carr).
- Any other EMCC & ICF accredited programs at the same level — please contact us to see if your course qualifies.



“

Thought provoking, learn by doing, dive deep.

~ Paul Tran, Singapore.

Course Content

Term 1

ORIENTATION

Getting started

This fun and important session introduces you to your learning community, outlines the course requirements, and gives you the opportunity to ask questions.

SESSION 1

Defining the learning journey

This session aims to set the scene, build collegial relationships, establish group norms and review previous learning. It will review and compare a variety of theories of team dynamics and team coaching models, putting these into a CAS context using the PERILL and CNIIC frameworks.

SESSION 2

Working with relationships: the team, your co-coach, client sponsor and other systemic elements

By this point, you will have engaged at least one of your practice teams. You can consider co-coaching with a classmate to support your learning and the client experience. During this session, we will examine the foundational elements for you to get underway with your teams, including the R in PERILL - relationships. We look at the role of the co-coach, contracting with various systemic elements and how this shapes how your engagement unfolds. We examine relationship building including your co-coach, your sponsor and team leader, through diagnostics, using PERILL and engaging stakeholders to enhance your value in the coaching engagement.

SESSION 3

Team maturity and readiness, contracting and working with conflict

This session investigates the life cycle of teams and the concept of team maturity. We look at the role of the co-coach, contracting with various systemic elements and how it can support understanding where conflict originates from by using a case scenario. It defines different types of conflict and how the team coach can help the team turn managed conflict into a positive driver of performance. We also introduce a tool to analyse team readiness.

SESSION 4

Working with systemic team purpose

We now explore in-depth the range of tools and approaches the coach can apply in the team coaching session throughout the team coaching engagement. We will also do a deep dive into Purpose - the first of the six elements of PERILL.

SESSION 5

Reflection, Action Learning and Principles of Analysis

Reflective practice is the foundation of coaching presence, understanding the CAS we are a part of, and adult learning. We will look at how being part of a CAS informs your biases, focus and even perhaps your analysis. In this session we will discuss how to make the Team Development Plan a practical process for continuous adaptation and change for the team, how to prepare for the upcoming coach supervision, how to use your Action Learning Groups and time in between terms.

Term 2

SESSION 6

Working with external and internal systems and processes

We move to the second and forth elements of PERILL, External and Internal Systems and Processes. We expand the perspective to enabling the system as a whole to see itself and the role of the team coach in working with the system beyond the team. We explore factors that cause change (and often pain) in the system - from leadership change to politics - and practical ways to support the team in having beneficial influence beyond its own boundaries.

SESSION 7

Working with Leadership and Learning

The final elements of PERILL, Leadership and Learning, take us on a deep dive into looking at opportunities for the team to learn, creating a learning culture and looking at the practicalities of supporting a team in moving to greater distribution of leadership roles and the implications of this for team dynamics. We also delve into the leadership roles of the team coach pair and opportunities to co-learn as a pair, with the team leader, the team and the wider organisation. In this session, we will practice team coaching using a case study.

Note: By this point, participants will have written their cases to share with others about their learning in applying PERILL and other models, tools and frameworks to their teams.

SESSION 8

Endings, continuations, and on-going relationships

In this session we look at the life-cycle of team coaching and how you continue to work with your co-coach, team leader, client sponsor and team. We tackle some tricky client engagement situations and answer all of your burning questions about how to manage a complex engagement and have live supervision as part of this session.

SESSION 9

Planned growth as a team coach and your part within a system

During this session, we will bring all program materials to life by examining your contribution as a team coach to a system. What are you consciously or unconsciously bringing to the team coaching? We will also cover principles of supervision and co-learning; reflective practice and team coach maturity. The ethics of team coaching. Relevance of codes of conduct. Introduction of the six-stage module of ethical dilemma management. Application to real and pre-set cases to PERILL, ethics and role of the team coach using live case studies.

SESSION 10

Widening the horizons of team coaching

We're switching gears to see where team coaching is being used in organisations and how the application of team coaching can be used for cultural change. This session aims to map the breadth of team coaching interventions, from new teams, through leader transitions, through incorporating agile principles to rapid teaming.

SESSION 11

Working with power dynamics, groups and boards

This session explores the power dynamics in teams and how these influence factors such as psychological safety. It then applies the learning to the special circumstances of the executive team or board, providing diagnostic and other tools relating to strategic thinking and the principles of collective responsibility within a Complex Adaptive Systems (CAS). We will look at how to prepare for the upcoming coach supervision, action learning groups and use the term break.

Term 3

SESSION 12

Emotional intelligence and coaching culture

This session focuses on emotional intelligence and looking at how to create a coaching culture within the team and the wider system. During classroom supervision we will support participants in their real cases.

SESSION 13

Working with the underlying factors in a CAS

This session tackles the 'complexity' in CAS. We cover the role of the conscious and subconscious in the team, looking at the relationship between the team leader and the coaches, psychological safety and "holding the space" for the team as it comes to terms with uncomfortable insights, and managing the client relationship during complexity such as take-overs, mergers, change of leadership, loss and change of team members and hybrid working.

SESSION 14

New dimensions

This session is a consolidation of learning and introduction of new dimensions. The session involves guest speakers and covers topics that are pertinent to the cohort's growth. Topics in the past have included working with tools across the organisation, Ubuntu, managing teams of teams assignments, securing team coaching work or the role of AI in team coaching.

“

Challenges lots of assumptions about team coaching.

~ Bruce Herbert, New Zealand

SESSION 15

Sharing learning and application of team coaching

This session begins the sharing of all learning from the program: key learnings from team coaching and applying systemic concepts to real teams. Participants will be able to share tools and techniques from their own portfolio.

SESSION 16

Consolidation of learning from the whole program

Collective extraction of key learnings from the presentations and the program as a whole.



Commitments and Requirements

Practice Teams

Participants will need two teams of at least 4 people (preferably between 6 — 8 members) to practice on throughout the program and a general expectation of 4 x 90 minute minimum sessions per team to be accredited. This can be with a team you're already coaching, a not-for-profit team, an agile team or pro-bono work with a new team such as a school, church committee, etc. The team does not need to be a 'typical' paying client, rather a team that will benefit from your learning on how to Team Coach; preferably with a Co-coach.

Co-coaching

It is preferred that Team Coaching takes place alongside a co-coach on your or their team to practice. You will be paired up with another participant to practice co-coaching during the sessions. You may also partner with a known co-coach for your external practice team coaching.

Pre-work

10 hours pre-work prior to program commencement — this includes reading, case study development and developing a team coach development plan.

Essay and Assignment

There will be a short answer assignment and essay required to be submitted as part of the program. This will be based on your experiences captured in your reflective journal examining yourself as a Team Coach. This needs to include at least two Team Coaching engagements where you applied the techniques, models, and tools from the program.

Case study development

You will be required to submit 2 case studies on teams: 1 on a team you've previously or are currently team coaching and the other on one of your current teams for the program. You will share the cases with other students to collectively learn how to approach these scenarios, and receive feedback, support and/or supervision.

Preparatory work between sessions

There will be approximately 1 — 2 hours of preparatory work required between course sessions, alongside any agreed time with your learning group.

Action Learning Groups

There are 9 hours of Action Learning Groups to attend, outside of the plenary sessions. Attendance is mandatory to meet the program requirements.

Supervision Groups

There are 6 hours of supervision group sessions to attend outside of the plenary sessions. The 6 hours is completed by attending sessions.

Coached Teams (for accreditation)

To be accredited by the EMCC at Individual Team Coach Award (ITCA) Senior Practitioner level, you will need to have coached 3 or more teams. To be accredited by the ICF at Advanced Certification in Team Coaching (ACTC) level, you will need to have coached 5 or more teams over the last 5 years.

Certification

European Mentoring and Coaching Council (EMCC) and Global Team Coaching Training Quality Award (TCQA)

This program is a European Mentoring and Coaching Council (EMCC) and Global Team Coaching Training Quality Award (TCQA) program (TCQA20200004), which meets the requirement for you to apply as a Senior Practitioner at course completion.

International Coach Federation (ICF)

It is also approved for 48 (38 CC & 10 RD) International Coach Federation (ICF) Continuing Coach Education (CCE) hours, and you will be able to apply for the ICF Team Coaching credential upon course completion, if you have the total 60 team coaching training hours required.

Both professional bodies require specific elements which need to be completed throughout the course, including work with teams, supervision, and assignments as outlined in the program. If you are interested in attaining an Accreditation, then by completing the required elements of this program you will have completed the learning requirements for both professional bodies, regardless of if you choose to apply.

Ongoing support

After completing the Senior Practitioner program, you will be a fully qualified coach according to the current industry body standards. You will feel competent to handle many team coaching scenarios and you can become an Accredited Team Coach with either the ICF or the EMCC, as outlined above. After graduation, many previous graduates have enrolled in on-going group and/or individual professional supervision, stayed in contact with their co-coach and learning colleagues and joined our Community Learning Group (CLG). We will keep you on our mailing list for all master classes and professional development opportunities.

“

It helps lay a lot of the foundational aspects of team coaching.

~ Penny Handscomb, United Kingdom.



Faculty



**Tammy
Turner**

Program Host
Australia / USA

With over 20 years of experience transforming organisations, Tammy Turner is one of the world's leading team coaching specialists. Trusted by some of the world's largest companies and employed across 120 industries, Tammy brings her wisdom and real-world experience to her training. Tammy is a Master Certified Coach and has an Advanced Certification in Team Coaching with the International Coaching Federation. She also holds the European Mentoring and Coaching Council's Master Practitioner Global Individual, Team Coaching, and Global Individual Supervision Accreditations.



**David
Leblanc**

Vancouver,
Canada

David LeBlanc is a consultant, certified executive coach, and team coach. His practice is firmly grounded in coaching principles that place importance on meaningful and sustainable impact for individuals, teams, and organisations. David holds a Master of Leadership and a Graduate Certificate in Executive Coaching, as well as PCC coaching accreditations with the International Coaching Federation and EIA and ITCA accreditations with the European Mentoring and Coaching Council. David is currently an Associate of the Human Systems Dynamics Institute.



**Ro
Gorell**

Perth,
Australia

Ro Gorell is an experienced change professional, team and group coach and author who has held senior leadership positions within the UK and Australia. One of her key values is teamwork — collaborating and co-creating with others. Ro brings conflict resolution, Agile and management consultancy background to team coaching. She graduated with a BA (Hons) in Greek and Roman Studies; a Masters in Law and Employment Relations; and postgraduate diplomas in Human Resource Management and Coaching from the UK. Ro is also an EMCC Accredited individual and Team Coach at Practitioner Level and a published author.



**Helen
Zink**

Auckland,
New Zealand

Helen Zink is a growth coach for leaders and teams. With significant hands-on business and leadership experience within multinational organisations, she draws from a broad toolkit, including coaching, team coaching, applied positive psychology, change management, and many strategic tools and methodologies. Helen holds a Master of Science (Coaching Psychology), Master of Business Administration and Bachelor of Biomedical Science (Hons) alongside her ACTA and PCC coaching accreditations with the International Coaching Federation and EIA and ITC with the European Mentoring and Coaching Council.

Program Founder



David Clutterbuck
Program Founder
United Kingdom



David Clutterbuck is at the forefront of team coach training. Nearly a decade ago, his book *Coaching the Team at Work* stimulated the global movement for evidence-based team coaching. David has authored 75 books on coaching, mentoring, leadership, and management; he also co-founded the European Mentoring & Coaching Council (he is now a Special Ambassador for the EMCC) and is a visiting professor at Henley Business School (Reading University), Sheffield Hallam, Oxford Brookes, and York St John Universities.

Supervision

As supervision is required by both ICF and EMCC to become a Senior Practitioner or ACTC qualified team coach, we are delighted to include Group Supervision to make applying for your certifications straightforward. The Supervision is delivered by Accredited Professional supervisors during the program, for no additional fee.



Tammy Turner
Program Host & Supervisor,
Australia & USA

Since 2007 Tammy Turner supervised independent and internal coaches, team coaches, leaders and HR professionals, mentors, supervisors and consultants. She supports the coach(es) to illuminate blind spots, perceive group/ team dynamics, understand culture imperatives, partnering with the sponsor, better understanding themselves as a contributor to the system in which they're working and across the organisation. She was awarded the Lifetime Achievement Award for Supervision in 2024.



Michelle Bastock
Supervisor,
Golden, Canada

Michelle Bastock has focused on achieving transformative learning and outcomes-based results with individuals, teams and groups. One of Michelle's signature strengths is fostering shoulder to shoulder reflection that focuses on creating deep learning. Michelle has worked as a leader, an executive coach, a team coach supervisor, a university professor, a researcher, a mentor coach and a facilitator. She holds a Master Certified Coach (MCC) credential with the ICF and is one of the first accredited coach supervisors in Canada.



Ann Wright
Supervisor,
Wellington, New Zealand

Ann is a Professional Certified Coach with a background in human resources, operational and change management. Ann has been working as an executive coach for seven years and is a coach trainer for the Graduate Certificate of Organisational Coaching at Swinburne University of Technology and Coaching Australia. Ann is also a mentor and supervisor and recently completed the Professional Certificate in Advanced Study in Coaching Supervision from Oxford Brookes University.

Testimonials

“

Challenges lots of assumptions about team coaching. Takes you deeper.

~ Bruce Herbert, New Zealand

“

Team coaching skills have enriched my individual coaching practices 10 fold. I feel like I've only scratched the surface.

~ Daniel Wright, Australia

“

Team coaching training is a great way to take your team coaching practice to the next level. With supervision from globally recognised senior team coaches and in close interaction with fellow practicing team coaches you will be in a safe space to learn, share and reflect around real challenge areas and case studies that will help you develop and grow as a team coach.

~ Sandra Appelqvist, Singapore

“

Continues to challenge and deepen my practice.

~ Jackie Crispin Brown, Australia

“

Thought provoking, learn by doing, dive deep.

~ Paul Tran, Singapore

“

This program will raise your game as a team coach practitioner. It will enhance your skills, deepen your expertise and widen your perspectives on the team coaching. It did transform my team coaching approach, and I cannot thank Tammy and my peer students to provide me such a rich learning experience.

~ Shoko Masuda, USA

Program Schedule

The Senior practitioner program follows an iterative adult learning process and includes individual, full cohort, and small learning group experiences. This experiential and academic program along with the included supervision and independent study will prepare you to be working with a variety of types of teams. There are breaks between each cycle to practice coaching with your teams, receive supervision and deep dive with your action learning group, meet with your colleagues, read, and reflect to immerse yourself in the learning experience.

Session times:

9.00am - 11.00am (Sydney time)
(*excluding Action Learning & Supervision Groups, specific times given in Orientation)

Commencement:

Tuesday 25 February 2025

Completion:

Tuesday 4 November 2025

Assignment:

Due Wednesday 25 February 2026

Term 1

Orientation:	Tuesday, 25 February 2025
Session 1:	Tuesday, 4 March 2025
Session 2:	Tuesday, 18 March 2025
Session 3:	Tuesday, 1 April 2025
Action Learning Group:	Tuesday, 8 April 2025*
Session 4:	Tuesday, 15 April 2025
Session 5:	Tuesday, 29 April 2025
Supervision Session:	Tuesday, 6 May 2025*

Term 2

Session 6:	Tuesday, 27 May 2025
Session 7:	Tuesday, 10 June 2025
Session 8:	Tuesday, 24 June 2025
Action Learning Group:	Tuesday, 1 July 2025*
Session 9:	Tuesday, 8 July 2025
Session 10:	Tuesday, 22 July 2025
Session 11:	Tuesday, 5 August 2025
Supervision Session:	Tuesday, 12 August 2025*

Term 3

Session 12:	Tuesday, 2 September 2025
Action Learning Group:	Tuesday, 9 September 2025*
Session 13:	Tuesday, 16 September 2025
Session 14:	Tuesday, 30 September 2025
Session 15:	Tuesday, 14 October 2025
Session 16:	Tuesday, 28 October 2025
Supervision Session:	Tuesday, 4 November 2025*

Students can miss up to 2 sessions throughout the program. If more than 2 sessions are missed, you will be required to complete a one-to-one make-up session for each session at an additional cost of AUD\$415.00 (inc. GST per session)

Action learning groups

These mandatory 3x 3-hour sessions will be facilitated by a member of faculty and will be used to deepen your learning, answer questions about your cases and/or pursue topics such as ethics, using tools and diagnostics, industry trends and research and using the PERILL model.

You will be placed into a group based on your location/timezone. The dates for these sessions are listed above in each term and the groups will take place at one of the below times:

- * Group 1 - 7.00am - 10.00am (Sydney time)
- * Group 2 - 11.00am to 2.00pm (Sydney time)

You can make your selection of groups/times during the registration process. Further information on the Action Learning Groups will be provided once registrations closes.

“

Deep program, expect deep challenge and reflection, and to receive unexpected but extremely valuable insights that are likely to (possibly significantly) shift how you are as a team coach and how you coach in team moving forward.

~ Sonya Trau, Australia.

Supervision groups

These mandatory 3x 2-hour supervision sessions will be facilitated by a qualified coaching supervisor and are an opportunity to learn from the experiences of your peers.

During the registration process, you will select which supervision group best suits your schedule and have the dates and times set before you start. The dates for these sessions are listed above in each term and the sessions will take place at one of the below times:

- * Group 1 - 7.00am - 9.00am (Sydney time)
- * Group 2 - 11.00am to 1.00pm (Sydney time)

As these sessions are mandatory, should you miss a group session, you will be required to pay for an individual session at an additional cost. Further information on the Supervision Groups will be provided once registrations close.



Fees



For Australian Residents

Course Fee

Early Bird: AUD\$7,500 (includes GST)
(closes 31 October 2024)

Standard: AUD\$8,250 (includes GST)
(closes 31 January 2025)

Please see our terms and conditions on page 20.



For Non-Australian Residents

Course Fee

Early Bird: AUD\$6,820 (GST not applicable)
(closes 31 October 2024)

Standard: AUD\$7,500 (GST not applicable)
(closes 31 January 2025)

Please see our terms and conditions on page 20.

You will be invoiced after registration.

For Non-Australian residents, please indicate the currency you wish to be invoiced in and the program price will be converted to your nominated currency.



Payment Plans

We offer two easy ways to pay for the program and we offer the flexibility to pay for the program in the currency of your choice. All invoices are payable, together with GST where appropriate, within thirty days of the invoice.

Upfront Payment:

Pay in full after registration

Convenient Payment Plan:

Spread the cost over 4 equal payments at the following stages:

Payment 1 — upon registration

Payment 2 — after session 1

Payment 3 — after session 6

Payment 4 — after session 12

Please contact us at hello@turner.international to find out more.



FAQ



How many hours are required for the program in total?

Completed over 14 months, the 501 hours in total are made up of 60 hours of training, 90 hours of reading (theory and models), 225 hours of preparation, planning and practice with your teams, 32 hours reflection, 80 hours of case study and research project and 30 hours reflective assignment. As a general guide, you will be expected to commit around 35 hours a month / 8.5 hours a week which includes coaching your teams.



Do I have to attend all 16 plenary sessions?

You can only miss 2 live plenary sessions throughout the program duration. If you miss more, individual make up sessions can be held at an additional fee.



Will the plenary sessions be recorded?

Yes, and it will be up to each participant to watch any missed sessions for your own learning.



What is expected of me outside of the classroom?

This time will be used for meeting with your learning cohort, writing up your cases, team coaching, out of program supervision and/or catching up on your reading and videos.

How many teams will I need to practice on?
You must have at least 2 teams who you will coach 4 - 5 sessions minimum for the program. The purpose is to run an entire end to end coaching engagement from objective setting, diagnostics, working with the leader and team coaching sessions as well as closure.



What are the requirements to complete the program?

2 cases and 1 final essay, both of which are submitted via a form. One case can be used on an existing or previous teams, the other must be from one of the practice teams you're using for the program. It will take 1 - 1.5 hours to write up. Final essay will cover the team you are coaching and the course insights and learnings and will take approximately 3 hours to complete.



“

It is a great program - worth doing. The calibre of the faculty fantastic. Concepts, models, process, tools and framework leading edge.

~ Jeanet Lamoca, Canada.



Do you have a bridging program if I have not completed Team Coaching training using the PERILL model?

Yes, which consists of a 3-hour session at an additional cost of AUD\$500. The session will cover PERILL, contracting, working with a co-coach, a number of models and tools specific to Clutterbuck's work. You will also receive all of the materials covered in the Practitioner program.



What is the breakdown of the program?

- Pre & post Reading (pre & during) = 80 hours (theory models)
- Theory and models in workshop = 28 hours (theory models)
- Skills practice in workshop = 16 hours (skills practice)
- Reflection + review in workshop = 4 hours (reflection)
- Self-study Reading & Reflection forums = 28 hours (reading and reflection)
- Group Supervision / reflection in workshop = 10 hours (reflection - formal)
- Plan + Process outside workshop = 25 hours (plan process)
- Skills practice outside workshop = 200 hours (skills practice)
- (may include previous practice as team coaches & facilitator)
- Reflective assignment = 30 hours
- Case study & research project prep = 80 hours (plan process)

“

Great program, and enjoyed the more intimate and small group!

~ Paula Mendonca, Canada.



Terms and Conditions

Payment Terms

All invoices (in full or payment 1 of the payment plan) are payable, together with GST where appropriate, before program commencement, unless otherwise agreed. All remaining payment plan invoices are payable within thirty days of the invoice.

Participant terms

Participants can only miss 2 live plenary sessions throughout the program duration. If you miss more, individual make up sessions are required at an additional fee.

Cancellation terms

Cancellation will incur an admin fee of A\$250 and a fee according to this schedule:

- a) A full refund (minus admin fee) will be given if cancelled ten weeks or more before the scheduled event.
- b) A 50% refund (minus the admin fee) will be given if cancelled between nine weeks and six weeks before the scheduled event.
- c) No refund will apply if cancelled within six weeks of the scheduled event, unless a medical or other certificate supporting non-attendance is provided.

Note: the above may vary, depending on the contract with Turner International Pty Ltd



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The SPPI team coaching training is a great way to take your team coaching practice to the next level.

~ Sandra Appelqvist, Australia



Contact Us

+61 (02) 9121 6288

hello@turner.international

www.turner.international

