

VERTICAL SYSTEMIC
TEAM DYNAMICS
COACHING





VERTICAL SYSTEMIC TEAM DYNAMICS COACHING

OPPORTUNITY TO EVOLVE

Vertical Systemic Team Dynamics Coaching enables a team, division, or organization to uplift its structure and culture from a command-control machine operating model, to embracing the organic complex adaptive system comprised of interrelated people, processes, and projects. This leads into early 4th Perspective @Catalyst/Green.

As the 4th Perspective becomes more embodied and the organization stabilizes at its new level of operating capacity, strategic leaders will gain the opportunity to extend and expand their new mature 4th Perspective to the surrounding society ecosystem of multiple stakeholders and all members of the community @Synergist/Teal.

By orchestrating and leading external engagement through stakeholder envoys and community forums across sector boundaries, and across business sectors, to explore urgent complex socioeconomic dilemmas, they will have the opportunity to lead an evolution of our society and planetary ecosystem @Constructivist/Turquoise.



PURPOSEFUL APPROACH

Vertical Systemic Team Dynamics (VSTD) Coaching generates:

1. Outer Strategic Alignment and
2. Inner Holistic Congruence leading to
3. Organic Team Coherence supporting a
4. Leadership Culture Evolution

VSTD Coaching enables a shift from a messy complex adaptive system without direction or resonance, to the organic coherence, majestic synergy, of a migrating flock of birds. This is of course a cumulative process over time that invites, and I suggest, further accelerates, the Vertical Leadership Development of each person to Synergist and beyond.

The team creates shared direction with INTENTION. The traction is generated with their INTERACTION. We enable them to appreciate these in relation to team psychodynamics, shadow resolution and personal evolution with live active coaching in-the-moment.

The intermediate outcomes are the ability to build collective capacity for co-creative intelligence to forge systemic evolutionary solutions. This involves co-sensing, co-emerging, and co-evolving. The expanded quantum field within which each person and the team as a whole, begins to listen into, sense, probe, and respond consciously to, fuels and fuses their life experiences with greater meaning and purpose.

This will facilitate business outcomes such as increased Leadership Effectiveness, People Engagement, Collaborative Innovation, Sustainability Outcomes, and Culture Evolution. The Vertical Systemic Team Coaching forms a part of the Vertical Leadership Culture Evolution Program (VLCEP). The VLCEP promises a 20% shift in each of these performance indicators.

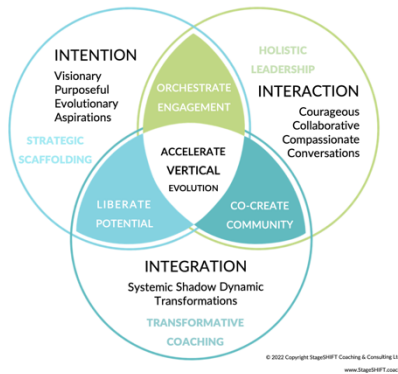


The VSTD Coaching MODULES

STRATEGIC LEADERSHIP

1. **Three Underlying Principles** – Three principles that underlie the systemic interpersonal and shadow dynamics are our interconnectedness with each other, the quantum field of consciousness, and the continuous unfolding of emergence.

THE Stage SHiFT MODEL OF VERTICAL EVOLUTION

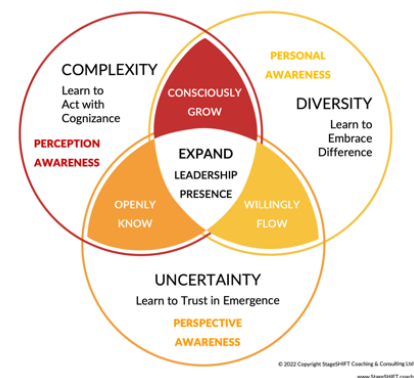


2. **Outer Strategic Alignment** – Outer strategic alignment is realized by developing a shared purposeful aspirational intent, evolutionary values, and a concerted team-based approach to realizing quantum shifts in sustainable performance.
3. **Orchestrated Engagement** – Once you have a shared destination, inner team coherence is only possible with inner structural cohesion. This facilitates orchestrated yet emergent collaboration innovation across stakeholders.

SYSTEMIC AWARENESS

4. **Perception Awareness** – Increasing our Perception Awareness relates to learning to act with Cognizance by seeing more broadly, deeply, and systemically into shadow team dynamics. The sharpening of our Perception enables us to *Consciously Grow*.
5. **Personal Awareness** – Enhancing our Personal Awareness relates to appreciating our inner experiences, somatically, emotionally, cognitively, and intuitively, to learn to embrace difference and uniqueness. This enables us to *Willingly Flow*.
6. **Perspective Awareness** – Expanding our Perspective Awareness relates to embracing uncertainty as a quantum field of possibilities as we learn to trust in emergence. The expanding consciousness of an open mind and harmony of heart enables us to *Openly Know*.

THE Stage SHiFT MODEL OF CONSCIOUS EVOLUTION



SEQUEL

VERTICAL SYSTEMIC ORGANIZATIONAL DYNAMICS COACHING CERT PROGRAM

7. **Intersystemic Inquiry** – Systemic Dynamics become a question of scale across divisions, stakeholders, and sectors, while collectively charged conflict demands rebuilding community based on developing a shared understanding of mutual experiences.
8. **Culture Legacy Issues** – Underlying patterns, recurring themes, energy constellations, and historical fortunes are bound up in cultural legacy issues which will continue to arise until they are seen, understood, embraced, resolved, and released.
9. **Ecosystemic Dilemmas** – The broader ecosystem lives within its own natural and structural context of human dilemmas over many generations. Identifying and healing the source of ecosystemic disruptions creates healing and renewal.



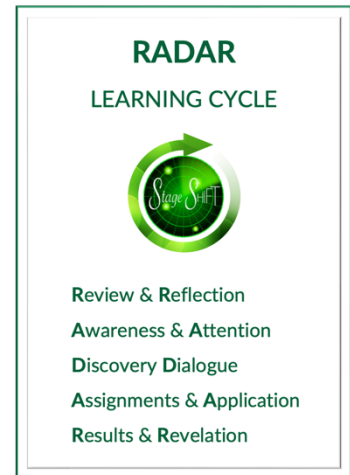
VSTD COACHING CERTIFICATION PROGRAM (CCP)

The Program will be set up to run for six months – Modules 1-6 – from mid-May to mid-December. There will be learning materials and fortnightly Discovery Dialogues, on Thursdays at 3pm GMT.

This is the first StageSHIFT CCP that will separate the learning resources for coaches and participants. You will have access to both. It's more of an Applied Program. The resources comprise:

Participant RADAR Resources

- Succinct Videos with Notes and Summaries of a few relevant Articles for Leaders offering key learning points and extended reading to participants to Review and enhance their knowledge, and raise their Awareness
- Reflection Exercises to discover what is new for them, also to increase Awareness and invite them to pay Attention differently to specific situations as they emerge
- Assignments and/or Applications for participants to apply their knowledge in practice, develop the knowhow, and embody the expanded leadership character and presence



Coach RADAR Resources

- Deeper information to extend and expand your understanding to lead the Team Discovery Dialogues
- Practical techniques and processes to use in your coaching approach to realize the Results for your client and Revelations for your participants.

The application of the RADAR method is essential in my view as it has vertical evolution embedded in its design. While the Awareness and Attention is an individual process extended by the Discovery Dialogues you hold, the Assignments and Application are largely team-based and supported by peer-dyad/triad conversations, and again by the Discovery Dialogues you hold to resolve obstacles.

This Program will cover Modules 1-6. A 6-month immersion is plenty to go on with. Modules 7-9 offer more advanced content for Vertical Systemic Organizational Dynamics Coaching, so this will be a separate advanced Coaching Certification Program (CCP) following the VSTD CCP as a prerequisite.

There will be two Discovery Dialogues for each of the 6 Modules, making a total of 12. The first Discovery Dialogue will be focused on how to activate the content, how to approach it and apply it to a Team Coaching situation, and practice this to set you up for success! The second Discovery Dialogue for each Module will continue with practice, and case studies that you bring, or I raise so we can be more forewarned and alert to how to prevent issues from arising or explore and resolve them in the moment.

In this Program, the Induction is online, and there will be a final Enduction to review and supplement our learning with new insights and revelations along the way, and explore what type of support you might need going forward. This adds up to a total of 13 Discovery Dialogues, although with a more applied and practical approach, and with direct participant online resources.

For those who are already Certified StageSHIFT Coaches, there is some repetition in Modules 2 and 3, Outer Strategic Alignment and Orchestrated Engagement, with Strategic Leadership. The Executive Learning Materials will distil the StageSHIFT models and frameworks, and we'll focus largely on the challenges and resistance associated with implementation.

You'll be asked to complete a VSTD CCP Assignment for each Module, and I'll offer my thoughts. If there is a clear gap in your understanding, I will point this out to you, direct you to the relevant information, and invite you to resubmit.

I look forward to awarding you with your VSTD Coaching Certification!





VSTD COACHING CERTIFICATION FEES

The VSTD Coaching Certification Program includes:

- INDUCTION to outline the context of Systemic Team Coaching, differentiate the StageSHIFT approach, and advise on program design to safeguard individual and team wellbeing, and optimize VSTD Coaching outcomes.
- Participant and Coaching Resources for the 6 Modules (each have 3 parts setting up 10 succinct key learning points that will raise awareness and expedite vertical development)
- 13 *105-mins (1¼-hr) Discovery Dialogues, 2 per Module, and ENDUCTION
- 6 Peer-Peer Dyads/Triads to explore and extrapolate the content further to gain a better understanding of the implications and its application.
- 6 Certification Assignments, 1/Module, to integrate your learning with my feedback.

Based on the updated StageSHIFT pricing formula, the fee for the VSTD CCP is €3,800^{+VAT if App}

The fee for the Prototype Program is 60% of the standard fee €2,285^{+VAT If App} or

- 3 monthly payments of €775^{+VAT if App}
- 6 monthly payments of €395^{+VAT if App}

There is a 15% saving for Coaches who coach largely (80%) in the NFP and public sectors, and a 30% saving for Coaches in Developing Economies.

Here is the link to the registration page: <https://www.stageshift.coach/teamcoaching>

Please use the coupon DEVELOPING if you coach in a Developing Economy.

Please use the coupon SECTOR if you largely coach (80%) in the NFP and Public Sector.

VSTD LICENSING AGREEMENT

On receiving your Certification in StageSHIFT Vertical Team Dynamics Coaching, you'll be able to license the online Participant Resources for your clients at the rate of €100^{+VAT if App} per module per participant (or corresponding lower rate for coaching in Developing Economies and for NFP-Public Sectors). This will enable you to provide a proven blended systemic approach to your Vertical Systemic Team Dynamic Coaching Assignments with immense added value to expedite vertical development.

The philosophy behind this is to separate 'learning' from 'coaching'. 'Learning' new concepts and frameworks is best done on an individual basis at the participants' own time and pace so they can give the attention they need to the new information and/or knowhow. 'Coaching' executives enables them to put this new learning into practice, to apply it to their work, and in their relationships with each other.

The distillation and production of online learning resources for executives seems to be much more efficient and economical if they are produced and shared centrally for Certified Coaches to access. This leverages the StageSHIFT knowhow and enables us to scale globally at pace to stimulate vertical evolution. You will receive immediate access to the resources with continuing support from me.

The details of this Licensing Agreement are currently a M-I-P. It will have the same tone as the StageSHIFT Global Coaching Community Agreement designed to clarify in plain English our collaborative synergistic intent to partner with each other so we can optimize our contributions and client outcomes.

NB Access to Modules already covered can be provided to you earlier during the Program for clients.



CERTIFICATION PROGRAM SCHEDULE

The first Discovery Dialogue will involve exploring the content, and the second, live practice, taking turns to work with the group as a team in a specific context – which we'll make as real as possible, so we become confident with the approach, and comfortable with the uncomfortable.

You will receive the Program Resources in the week preceding the first Discovery Dialogue, and there will be a peer dyad-triad in the week between the first and second Discovery Dialogue. This gives you the opportunity week-by-week to integrate the content.

At your peer-peer dyad-triad, you'll be able to discuss the content and its application, so that you are primed with really challenging questions and inquiry into the content and case studies for the second Discovery Dialogue.

I highly recommend you complete the Assignment for each Module immediately following the second Discovery Dialogue for that Module. This is when you'll be best placed with your understanding of the topics covered top-of-mind. Writing this out is a great way of cementing your growing understanding.

We'll be exploring our inner team dynamics in relation to the Models, as part of our Transformative Coaching inquiry. Ideally you will also be working with an external team of your own.

Here is the Schedule.

	Online Resources	Discovery Dialogues	Peer Coaching	Discovery Dialogues
Induction	19 May 2021			
Module 1	26 May 2022	2 June 2022	9 June 2022	16 June 2022
Module 2	23 June 2022	30 June 2022	7 July 2022	14 July 2022
Module 3	21 July 2022	28 July 2022	4 August 2022	11 August 2022
Module 4	8 Sept 2022	15 Sept 2022	22 Sept 2022	29 Sept 2022
Module 5	6 Oct 2022	13 Oct 2022	20 Oct 2022	27 Oct 2022
Module 6	3 Nov 2022	10 Nov 2022	17 Nov 2022	24 Nov 2022
Enduction	1 Dec 2022	8 Dec 2022		

This VSTD CCP can be stand-alone, and forms one of the key service offerings within the StageSHIFT Vertical Leadership Culture Evolution (VLCE) Program. It is a vital and essential structural and cultural intervention that explores leadership-in-action in the moment for a team of executives.

I look forward to sharing this journey with you as we expand our reach to fulfil our shared purpose:

We partner with strategic leaders to inspire and accelerate a quantum shift in conscious leadership capacity to Synergist, uplift their organizational culture, heal communities, and co-create socio-economic evolution, so we can realize more visionary, inspiring, and purposeful outcomes where all of life flourishes in a more sustainable, healthy, equitable, enjoyable, and peaceful world.

Thank you for your contribution as a member of the StageSHIFT Global Coaching Community.

Warmest wishes,

Dr. Antoinette J Braks PhD MBA.LBS
Founder StageSHIFT Coaching Community