



NeuroStrategic Team Coaching™ (NSTC)

A NeuroStrategic Coaching® Institute Program

Aligned to the International Coach Federation Advanced Team Coaching requirements

Program Purpose

To develop highly skilled team coaches who integrate neuroscience, systems thinking, and the ICF Team Coaching Competencies to transform teams into value-creating, purpose-driven units in alignment with organizational systems and stakeholder ecosystems.



60+

Training Hours



10

Core Modules



5

Supervision Hours



ICF

Aligned

Program Structure

Module 1: Foundations of Neuro Strategic Team Coaching

6 hours

- History and evolution of team coaching
- Distinctions: facilitation, consulting, training vs. team coaching
- Systemic vs. Strategic vs. Neuro Strategic Team Coaching
- Neuroscience of behavior and decision-making in teams

Module 2: ICF Competency Integration & Ethics in Team Coaching

6 hours

- Overview of ICF Team Coaching Competencies
- Applying ethical practice with multiple stakeholders
- Team as client: contract, confidentiality, and boundary clarity
- Use of co-coaches and external specialists

Module 3: Coaching Mindset, Supervision & Reflexivity

4 hours

- Developing a team coaching mindset
- Navigating team dynamics and personal triggers
- Role of supervision and reflective practice
- Emotional regulation and self-awareness using NLP and neuro tools

Module 4: Establishing & Maintaining Agreements

6 hours

- Triangular contracting: leader, team, sponsor
- Designing outcomes and success measures
- Shared responsibility: shifting ownership to the team
- Facilitating co-created team coaching agreements

Module 5: Cultivating Psychological Safety & Trust

6 hours

- Neuroscience of trust and threat in teams
- Creating team identity and cohesion
- Identifying and managing interpersonal conflict
- Facilitating team norming and rule-setting

Module 6: Team Dynamics, Communication & Presence

6 hours

- Reading the team: verbal/non-verbal communication patterns
- Identifying alliances, sub-groups, and hidden power dynamics
- Strategies for navigating complex team energy
- Use of sensory acuity and presence in volatile sessions

Module 7: Active Listening, Inquiry & Evoking Awareness

6 hours

- Team-based active listening tools
- Asking strategic and catalytic questions
- Reframing meaning-making systems
- Metaphor, systems mapping, and values elicitation

Module 8: Team Growth, Ownership & System Transformation

6 hours

- Neuro Strategic Goal Mapping™
- Building autonomous, self-correcting teams
- Aligning team goals with wider system impact
- Designing sustainable action plans for transformation

Module 9: Practicum and Supervised Team Coaching

10 hours

- Two observed team coaching sessions with feedback
- Group supervision and peer feedback
- Reflection papers linking practice to competencies
- Case studies in systemic and neuro strategic interventions

Module 10: Integration, Evaluation & Credentialing Preparation

4 hours

- Self-assessment and peer assessment
- Mapping progress to ICF competencies
- Final knowledge check and review of ICF credentialing pathway
- Creating your unique coaching signature and brand identity

Tools & Frameworks Included

- Neuro Strategic Team Mapping Canvas™
- Stakeholder System Wheel
- Neuro Emotional Alignment Grid
- Dialogue Ownership Framework

- Team Development Continuum Scale

Completion Requirements

- Attendance of all live and/or virtual sessions
- Completion of pre/post readings and reflections
- Submission of a team coaching case study
- Two recorded coaching sessions (evaluated per ICF rubric)
- Capstone presentation linking neuroscience, systems theory, and ICF team competencies

For more information or to apply:

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