

**ACTO Session – Friday June 9 2017**  
**Jennifer Britton – Group and Team Coaching, Virtually!**

**Resources suggested – Collaborative Learning Wall**

- Deep democracy – teams and groups
- Arnel Mindel's work on process work and deep democracy – book: Standing in the Fire (recommended several times)
- Groups and process – Corey
- Basecamp/39 Signals – Virtual
- Go React - Virtual
- Second Life – Virtual
- Turning to One Another – Margaret Wheatley
- Learning Glass
- Student research on ICF research site for team/group coaching studies
- WorkFlowy.com
- The Circle Way – A leader in Every Chair: Ann Linea and Christina Baldwin
- The Five Dysfunctions of a Team – TableGroup.com (Team\_
- Creating Intelligent Teams – Fridjhon
- Sue Walden
- Dororthy's Book – Gestalt Coaching Primer – Presence Chapter
- Wilderdom.com (collection of different activities)
- MindTools.com
- BusinessBalls.com

**Implications of current context for this work:**

- Focused and present
- Sand with grain of wood – expectations
- Prepare students with technology
- Agile
- Hunger and Needs
- Face to face and beliefs – paradigm shifts

**Group Work – Group A**

- Managing Air time
- Step up and step back
- Tie ICF competencies in to group and team coaching training (as a foundation)
- Get agreements to manage conversations
- Create group agreement intentions
- Multiple hats – coach, facilitator, mentor, not the expert

**Group Work– Group B**

- Skill sets. Need that before how we will apply. Tension here.
- Expense involved in one on ones or bringing people on site.
- How do you match “student” with the trainer and continue with the intimate experience.

### **Group Work – Group C**

- Coach’s capacity
- Ability to shift/pivot to different focus views
- Empower team learning dynamic
- Virtual intelligence
- Specific team/group dynamic – conflict, disengagement, silence

### **Best Practices**

- Adequate level of skill as a coach/coaching skills
- Deep democracy – accessing all the voices
- Being able to manage the conversation to access all and not dominated by some
- Keeping conversation moving forward whilst weaving in divergent views/ideas

### **Safety:**

- Confidentiality
- Ground rules
- Call out behavior
- Encourage vs forced participation
- Clear instruction ability to ask questions
- Vulnerability