



Cooperative Team Coaching – CTC

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Cooperative Team Coaching can be an effective instrument for reflecting on the work performed by teaching staff in a school for sick children. CTC should be carried out under the supervision of an (external) moderator.

1. Roles in Cooperative Team Coaching

A group of five to eight individuals is necessary for CTC.

The following roles are allocated:

Actor (case presenter)

- Coaches
- Recorder and coach
- Moderator and coach
- Process observer and coach

1.1 The actor

- introduces “his case“
- outlines his personal working situation
- describes what has been successful/unsuccessful
- describes his relationships to the persons involved in his situation
- describes objectives, hopes, anxieties and doubts
- speaks in the “I form“

1.2. The moderator

- leads the group through the methodological model
- addresses conflicts and disruptions
- allows everyone the opportunity to speak
- pays attention to the temporal structure
- also functions as coach
- ensures an appreciative and open atmosphere

1.3. The coaches

- are responsible for the coaching process. Fundamental attitude: trust and estimation
- communicate their perception, emotional reactions and their first impression after the actor has outlined the situation



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- focus their direct perception on: what becomes revealed through the report/ behaviour of the actor and what thoughts and images are triggered off in the minds of each coach?
- ask questions to increase comprehension and clarification
- provide development concepts in the idea workshop

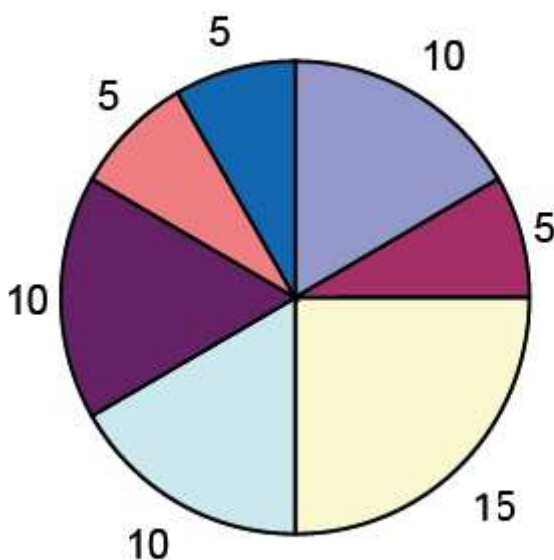
1.4. The recorder

- records impressions, ideas expressed by the coaches in brief notes or symbols
- this is performed without distorting these ideas or altering them to correspond with his individual opinions
- ensures that all aspects are discussed and visualises the conference of coaches and the conference of the idea workshop

1.5. Process observer and coach

- provides concluding feedback on the dynamics of the process

2. Schematic illustration of CTC (60 minutes)



- Presentation of case (report, representation through the actor)
- Clarifying queries
- conference of coaches
- Formulation of key topic
- Idea workshop/ solution brainstorming
- Reflection on case (case observer reports)
- Feedback of actor



3. Individual steps in CTC

- The actor presents his scenario and the group asks questions (no interpretation or suggestive questions!)
- Conference among coaches (actor sits outside the group and listens!) The coaches gather their impressions, associations, fantasies, thoughts and feelings
- The coaches requests further clarification from the actor if necessary
- The coaches determine the key topic
- Idea workshop: the coaches collect ideas in a brainstorming session
- Feedback from process observer
- The actor develops his personal measures to be undertaken

3.1. The key topic

- provides a central direction of development for the actor
- is the lever for a targeted alteration of the individual and his or her system
- is associated with a vision
- is positive, pointed, oriented towards development and achievable, encouraging and challenging, brief and to the point
- often contains a metaphorical statement
- is addressed in further detail and concretised in the idea workshop

4. CTC cycle as spatial sequence

- Direct perception of the situation – problem space “discovery of the unfamiliar”; “insecurity and fascination”
- Resonating space

The coaches reflect on impressions, feelings, thoughts and images

- Solution space
Development of a key topic
Gathering ideas for development
Definition of a measure
- Space for action
Practical phase: trial and error; development of a new situation

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According to: Prof. Dr. Wilfried Schley, University of Zurich

Prof. Dr. Michael Schratz, University of Innsbruck