

INTACT ACADEMY · TEAM COACHING

EMCC SENIOR TEAM COACH ACCREDITED · TAO3

Transformational Team Coaching

*A bespoke EMCC senior team coach accreditation programme
for experienced practitioners*

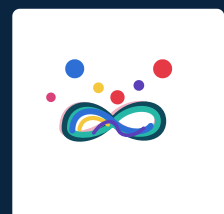
ACCREDITED BY

EMCC · ICF · EATA-ITAA

Drs. Sari van Poelje

Director, Intact Academy

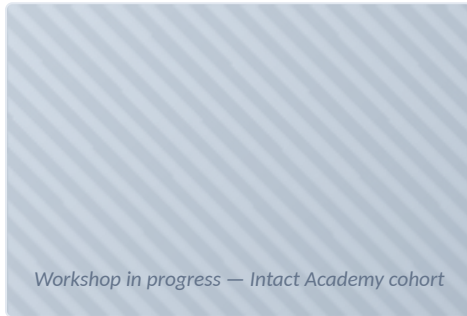
EMCC Master Practitioner · Teaching & Supervising TA



WHY CHOOSE INTACT ACADEMY

Built for serious practitioners, for forty years

A forty-year tradition of training coaches, consultants, leaders and HR professionals across ten countries.



Intact Academy offers EMCC and ICF accredited programmes in ten countries, focussed on executive and team coaching using Transactional Analysis and many other frameworks. Over the past forty years, our programmes for coaches, consultants, leaders and HR professionals have produced remarkable personal and professional development.

We don't just train. We set you up for success through coaching, supervision, hands-on practice and accreditation support.

IS THIS PROGRAMME FOR YOU?

1

Are you a senior coach ready to develop systemic team coaching practice?

2

Do you want a programme aligned to EMCC's team coaching professional core standards?

3

Are you ready for personal development inside a team of peers?

4

Do you want to work alongside colleagues who act as change agents in organisations?

If yes, it is time to step into TAO3. It leads to EMCC Senior Practitioner Team Coach (ITCA) accreditation and contributes hours toward Certified Transactional Analyst (CTA-O) status in the organisational field.

Who joins this programme

The programme is for managers, coaches, consultants and trainers who are interested in deepening their knowledge and skills of change in an organisational context.

Over the past forty years we have found that Intact Academy participants are typically people who have done professional supervision, consultancy or leadership training before, are looking for a more structured in-depth practice, have at least eight years of work experience, and are usually between 35 and 55 years old. In other words, Intact Academy typically trains the more experienced change professionals.

8+

years of work experience,
typical participant background

35–55

typical age range of Intact
Academy participants

40

years of pattern-matching
experience selecting cohorts

Minimal self-selection requirements

Work experience	At least five years as a manager, trainer, coach or consultant.
Coach accreditation	EMCC Practitioner level coach or ICF ACC (minimum).
Attendance	Active attendance at all workshops and supervision groups.
Proactivity	Prepared to be proactive in realising personal and professional development.
Co-responsibility	Assuming co-responsibility for the group process and colleagues' development.
Preparation	Preparation reading, homework and presentations, papers or projects.

INTAKE AND REGISTRATION

On registration, participants complete a standard online intake form — contact and bank details, work experience, educational background, supervision experience, motivation to join, and learning goals. New participants are then invited to an intake conversation to determine fit and level. If both parties agree, an invoice is sent to confirm participation. By registering, participants agree to abide by the participant contract and the ethical code.

WHAT IS IN IT FOR YOU

Measurable change in theory, skills and self-reflection

What TAO3 builds in your team coaching practice.

OUR PROMISE TO YOU

By the end of the programme, students bring real team assignments, real systemic dilemmas, a paired case study, and a working theoretical frame they can defend in supervision and in their accreditation portfolio.

IMMEDIATE IMPACT

What you take away

- Clear understanding of systemic team coaching theory and methods
- Practical tools for multi-stakeholder contracting, diagnostic and intervention
- Deepened understanding of self in your role as team coach

LASTING TRANSFORMATION

What you grow into

- __GROW_1__
- Performance improvement in your work with teams, leaders and sponsors
- An evidence portfolio that supports your ITCA senior team coach accreditation

THE PROMISE

Measurable improvement in integrated theory, skills, and self-reflection.

HOW WE MAKE IT HAPPEN

Four pillars of an immersive learning experience

Every Intact Academy programme rests on one shared contract and four pillars of practice. TAO3 is the team coaching step of the EMCC senior coach pathway, with hours that also contribute toward CTA-O accreditation in the organisational field.

01

Workshops

Six two-day workshops covering the science and art of team coaching.

02

Supervision

Five two-hour group supervision sessions between workshops, supporting your work with real teams.

03

Practice

You team-coach real clients during the programme, working alongside a coach partner. ITCA accreditation requires more practice hours — the runway is yours.

04

Reflection

A core competence. Journals, self-tests at start and end, a paired case study, and oral presentation.

BOUND BY ONE SHARED CONTRACT

Administrative · Group · Learning. The contract carries through every workshop, every supervision session, every piece of client work.

__FOOTNOTE__

PLANNING AND COSTS

Cohorts begin in February and September. Current dates and costs at www.intactacademy.com/planning. Delivered in English or Dutch with translation available. As a state-recognised institute, Intact Academy offers programmes VAT-free.

YOUR LEARNING JOURNEY

From contract to accreditation, in three stages

Three stages mark the complete development journey — from initial contracting, through professional transformation, to accreditation.

01 The Contract

An intake conversation confirms eligibility (EIA Senior Practitioner, ICF PCC or equivalent), followed by three layers of contracting: administrative, group, and learning. Expectations, boundaries and the ethical frame are set before any team coaching work begins.

02 The Programme

Six two-day workshops plus reading, reflection and writing assignments. Real team coaching assignments run alongside, supported by group supervision, an audio review of client work, and a paired case study written with your coach partner.

03 Ongoing Support

Continuing supervision groups (booked separately) carry you through to EMCC Senior Practitioner Team Coach (ITCA) accreditation. The programme opens the door; the supervision practice walks you through it.

THE WIDER INTACT ACADEMY PATHWAY

TA101

Introduction to Transactional Analysis. The international entry point, standardised worldwide.

TAO1

Foundations of coaching with TA. The coach as instrument of change.

TAO2

Executive coaching. Working with individual clients and sponsors.

TAO3

Transformational team coaching. Systemic work with teams.

TAO4 / TAO5

Optional senior specialisations: leadership and change (TAO4) or systemic supervision (TAO5).

Six workshops to take your team coaching to senior level

A bespoke programme for senior coaches, consultants, leaders and HR professionals who work as change agents in organisations. Built around the EMCC Global Team Coaching Professional Core Standards.

STEP 1 TA101 Introduction to TA	STEP 2 TAO1 Coaching with TA	STEP 3 TAO2 Executive coaching	YOU ARE HERE TAO3 Team coaching	OUTCOME ITCA Senior Team Coach
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PREREQUISITES

EIA Senior Practitioner or ICF PCC accreditation (or equivalent) · Completion of TA101, TAO1 and TAO2 (or equivalent) · Working knowledge of Transactional Analysis in organisations.

WS 1 Transformational team coaching The major frames in the field — TA, systemic, psychodynamic and behavioural — and how to choose between them. Building your signature team coaching presence.	WS 2 Working with purpose Multi-stakeholder contracting around team purpose, mission and demand. Working with the real task behind the stated task; aligning purpose with sponsor and system.	WS 3 Creating agile structures Roles, decision rights and operating rhythms. Designing structures that let teams adapt without losing coherence. Boundaries, mandates and authority lines.
WS 4 Cross-functional cooperation Working across silos. Psychological safety, intergroup dynamics, and partnering with other coaches and facilitators in service of the team's collective needs.	WS 5 Winning cultures Diagnosing and shifting team culture. Surfacing assumptions, norms and the stories teams tell themselves. Multi-stakeholder diagnostics at culture level.	WS 6 Accreditation and evaluation Outcome evaluation with teams and sponsors. EMCC, ICF and EATA codes in practice. Building your evidence portfolio for ITCA senior team coach.

THE PROGRAMME ALSO INCLUDES Group supervision · Self-test (entry & exit) · Audio review · Paired case study · Reflection journals

ABOUT YOUR FACILITATOR

Drs. Sari van Poelje

Director, Intact Academy

Sari is an international team coach and expert on agility and innovation. She co-founded radical team coaching and has forty years of coaching and consultancy experience, including 23 years as a director at Shell, KLM, EMI Music and ASML. She is a licensed Teaching and Supervising Transactional Analyst, PCM trainer, EMCC Master Practitioner coach, master team coach and supervisor.

She has published numerous articles and books on leadership, coaching and organisational change — including *Perspectives on Leadership* (van Poelje et al.) and *New Theory and Practice of Transactional Analysis in Organizations: On the Edge* (van Poelje & de Graaf, Routledge).



Headshot — Sari van Poelje

Perspectives on
Leadership

New Theory &
Practice of TA

RECENT PUBLICATIONS

Let's start your personal and professional *development journey.*

FOR INQUIRIES

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BOOK A CALL

calendly.com/sjp-intactacademy

30-minute orientation call.

No commitment.

