



EMERGE
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Elevate Your Team Coaching Expertise

The Team Coach

ICF Advanced Certification in Team Coaching (ACTC) Pathway



MORE INFO: 

www.emergeperformance.net



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Unlock the Full Potential of Teams

Coaching for High Performance

The Team Coach (TTC) is an **International Coaching Federation (ICF)–accredited** program designed for experienced coaches and leaders ready to take on the complexity of coaching real teams in real time. You'll gain the tools and confidence to coach teams through change, conflict, and performance pressure.

Built on the **6 Team Conditions** framework and enriched by **20+ years of high-performance experience** across sport, military, and business, this program blends what works on the ground with what's required at the highest level.

We don't offer shortcuts – we teach coaches to hold space, read the room, work with resistance, and create conditions for sustainable results.





Program Overview

The TTC program is designed to equip you with the advanced skills, strategies, and competencies required to coach teams effectively in dynamic environments.

- **Designed for:** Experienced coaches, internal leaders, and L&D professionals who are ready to deepen their impact in team environments.
- **Duration:** 60+ hours of team coaching education over 4–6 months, including 5 hours of group coaching supervision.
- **Format:** Available both online and in-person with flexible learning to accommodate busy schedules.

Pursuing ICF ACTC Certification?



If you're an experienced coach with an existing ICF credential (ACC, PCC, or MCC) and eligible to apply for ICF Advanced Certification in Team Coaching (ACTC), completing TTC program equips you with the team coaching education and coaching supervision components required for your ICF ACTC application.

New to ICF?

Start with The Performance Coach (TPC) program, your first step toward earning the ICF ACC credential.





Flexible Learning,

Global Access

Wherever you are, your coaching journey starts here.

With both **online** and **in-person** options, and support in **English** and **Chinese**, the TTC program meets you where you are – geographically, linguistically, and professionally.

English Cohorts

Sept/Oct 2025 Cohort

Online

Nov/Dec 2025 Cohort

Online

Chinese Cohorts

Sept/Oct 2025 Cohort

Online

Nov/Dec 2025 Cohort

Online

For more information, please refer to the **Schedule** section starting on page 11.

For bilingual participants, we also welcome you to switch freely between languages and join across cohorts, making your coaching journey even more flexible and adaptable.





We believe the best team coaches:

- ✓ Understand what actually drives team effectiveness
- ✓ Navigate group dynamics, conflict, and tension
- ✓ Connect team processes to meaningful outcomes
- ✓ Are adaptive and present with the team

To support this, The Team Coach equips you with a powerful, evidence-based toolkit to bring out the best in teams.

Foundational Approach

- 1 The 6 Team Conditions**
Uses a proven framework to design and diagnose effective teams, from structure to context.
- 2 Transactional Analysis**
Provides a practical lens for decoding team roles, communication patterns, and shifting dynamics.
- 3 Theory U**
Helps teams navigate change through presence, deep listening, and shared breakthroughs.
- 4 Action Learning**
Links insight to action through real-world problem-solving and structured reflection.





WHAT YOU'LL GAIN FROM THE TEAM COACH

1

Develop **advanced coaching techniques** to facilitate team growth, alignment, and high performance.

2

Build the skills to navigate complex team dynamics effectively and confidently pursue **ICF Advanced Certification in Team Coaching (ACTC)**.

3

Coach teams through challenges, facilitate collaboration, and drive **long-lasting impact across organizations**.





Meet Your Instructor



Han Ee Lim

20+ years of coaching experience
ICF PCC & ACTC Certified

As the founder of Emerge Performance, Han Ee Lim brings a unique blend of performance psychology, leadership coaching, and team development to his work.

With a background in elite sport psychology and high-stakes military operations, he specializes in helping teams overcome challenges, enhance collaboration, and build a high-performance culture.

A sought-after executive coach and trainer, Han Ee has worked with leaders across industries, equipping them with the skills to navigate complexity, stay composed under pressure, and drive meaningful team transformation. His expertise spans emotional intelligence, resilience, team coaching, and mindfulness-based leadership.



What Sets Us Apart



Not Another Off-the-Shelf Methodology

We integrate the best of multiple proven frameworks – no rigid models, just what works in real teams.



In-the-Trenches Coaching

We prepare coaches to lead actual teams under pressure using live cases, diagnostics, and applied supervision.



Bridging Insight and Performance

We connect deep reflection with delivery through Action Learning and performance psychology tools.



ACTC-Aligned

Our program is accredited by ICF, representing the highest global standard for team coaching education.



Supportive Community

Our learners connect with a global community of professional coaches through [The Coaching Village](#).





Curriculum Highlights

Designed around ICF Team Coaching Competencies:

- Foundations & Ethics of Team Coaching
- Building Trust & Contracting with Teams
- Facilitating Growth through Action Learning
- Applying Team Performance Models
- Practicing & Measuring Team Coaching Impact

Program Format & Features

MODULAR LEARNING:

Each module is designed around Learn – Practice – Reflect – Apply.

SUPERVISED COACHING:

Participants coach teams (or role-play as teams) with live supervision and feedback.

DATA-INFORMED:

Participants use team diagnostics, metrics, and observational tools to inform their coaching interventions.

REAL CASES:

Drawn from our consulting practice at Emerge Performance, with live organisational examples.

SPORT PSYCHOLOGY TOOLS:

Participants use IZOF (Individual Zones of Optimal Functioning), pre-/post-performance protocols, and Inner Game principles to raise performance awareness.



TTC Curriculum

Theory Phase:

9 modules covering core and advanced team coaching concepts.

- **Module 1:** Introduction to Team Coaching
- **Module 2:** Ethics of Team Coaching
- **Module 3:** Building Trust & Effective Contracting
- **Module 4:** Action Learning in Team Coaching
- **Module 5:** Enabling Sustainable Team Growth
- **Module 6:** Navigating Team Development & Resilience
- **Module 7:** Working with Team Profiles & Diagnostics
- **Module 8:** Determining the Impact of Team Coaching
- **Module 9:** Working with Team Dynamics

Integration & Practice Phase

Apply your learning through hands-on coaching practice, supervision, and reflective study:

Practical Sessions	<ul style="list-style-type: none"> • Observed Coaching / Team Coaching Practices • Team Coaching Supervision
Independent Study	<ul style="list-style-type: none"> • Reflection Paper • Research Paper



Schedule

Theory Classes in English

September/October 2025 (Online)

Monday evenings: 7:00–9:00 PM SGT

Thursday mornings: 7:30–9:30 AM SGT

- 15 Sept — **Module 1:** Introduction to Team Coaching
- 18 Sept — **Module 2:** Ethics of Team Coaching
- 22 Sept — **Module 3:** Building Trust & Effective Contracting
- 25 Sept — **Module 4:** Action Learning in Team Coaching
- 29 Sept — **Module 5:** Enabling Sustainable Team Growth
- 2 Oct — **Module 6:** Navigating Team Development & Resilience
- 6 Oct — **Module 7:** Working with Team Profiles & Diagnostics
- 9 Oct — **Module 8:** Determining the Impact of Team Coaching
- 13 Oct — **Module 9:** Working with Team Dynamics

Note: The schedule for the practical sessions will be arranged after registration is confirmed.



Schedule

Theory Classes in Chinese

September/October 2025 (Online)

Monday & Wednesday mornings: 7:30–9:30 AM SGT

15 Sept

Module 1: Introduction to Team Coaching

17 Sept

Module 2: Ethics of Team Coaching

22 Sept

Module 3: Building Trust & Effective Contracting

24 Sept

Module 4: Action Learning in Team Coaching

29 Sept

Module 5: Enabling Sustainable Team Growth

1 Oct

Module 6: Navigating Team Development & Resilience

6 Oct

Module 7: Working with Team Profiles & Diagnostics

8 Oct

Module 8: Determining the Impact of Team Coaching

13 Oct

Module 9: Working with Team Dynamics

Note: The schedule for the practical sessions will be arranged after registration is confirmed.



Schedule

Theory Classes in English

November/December 2025 (Online)

Monday & Wednesday evenings: 7:00–9:00 PM SGT

- 17 Nov — **Module 1:** Introduction to Team Coaching
- 19 Nov — **Module 2:** Ethics of Team Coaching
- 24 Nov — **Module 3:** Building Trust & Effective Contracting
- 26 Nov — **Module 4:** Action Learning in Team Coaching
- 1 Dec — **Module 5:** Enabling Sustainable Team Growth
- 3 Dec — **Module 6:** Navigating Team Development & Resilience
- 8 Dec — **Module 7:** Working with Team Profiles & Diagnostics
- 10 Dec — **Module 8:** Determining the Impact of Team Coaching
- 15 Dec — **Module 9:** Working with Team Dynamics

Note: The schedule for the practical sessions will be arranged after registration is confirmed.



Schedule

Theory Classes in Chinese

November/December 2025 (Online)

Tuesday evenings: 7:00–9:00 PM SGT

Wednesday mornings: 7:30–9:30 AM SGT

18 Nov

Module 1: Introduction to Team Coaching

19 Nov

Module 2: Ethics of Team Coaching

25 Nov

Module 3: Building Trust & Effective Contracting

26 Nov

Module 4: Action Learning in Team Coaching

2 Dec

Module 5: Enabling Sustainable Team Growth

3 Dec

Module 6: Navigating Team Development & Resilience

9 Dec

Module 7: Working with Team Profiles & Diagnostics

10 Dec

Module 8: Determining the Impact of Team Coaching

16 Dec

Module 9: Working with Team Dynamics

Note: The schedule for the practical sessions will be arranged after registration is confirmed.





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Ready to Master High-Performance Team Coaching?

Program Fee:

\$4,000 USD

*Payment in 4 installments
available

Upcoming Cohorts:

Sept/Oct 2025 English Cohort

Sept/Oct 2025 Chinese Cohort

Nov/Dec 2025 English Cohort

Nov/Dec 2025 Chinese Cohort



**Contact us for more details or to
register for The Team Coach**

Scan the QR code or visit our website:
<https://bit.ly/3PpOFbk>

