# GROUP AND TEAM COACHING: THE SECRET LIFE OF GROUPS (ESSENTIAL COACHING SKILLS AND KNOWLEDGE) BY CHRISTINE THORNTON



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#### Review

'Christine's book has made an important contribution; she brings together three important root strands of this field and valuably integrates them: analytic groups, human systems and Action Learning...Christine also provides thoughtful guidance to practitioners about traps to be avoided and sage advice for how best to use tools and what tool are best suited to different presenting issues and situations. She shows us how being a group or team coach requires not only a thorough training to develop the discipline needed to practice the art and craft of group and team coaching, but also a life time's personal development and reflective practice to develop the holding presence combined with the humility to step back and enable the team or group to do their own work.' - Peter Hawkins, from the foreword

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#### About the Author

Christine Thornton is a group analyst and coach who has provided consultation to individuals, teams and organisations for over 25 years. She holds an MSc in Psychology, is a Full Member of the Institute of Group Analysis and an Invited Honorary Member of the Association for Professional Executive Coaches and Supervisors and the Association of Coaching Supervisors. Christine is Convenor of the Institute of Group Analysis' training in organisational work, Reflective Practice in Organisations.

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Group and Team Coaching offers a new perspective on the 'secret life of groups', the subconscious and non-verbal processes through which people learn and communicate in groups and teams. Updated with new research and including a wealth of vignettes and case studies, it will be essential reading for coaches who work with groups and teams as well as leaders commissioning coaching; the second edition features new guidance for leaders and managers, an updated introduction and new expanded practical sections on working with teams, working on the phone, and supervising and being supervised.

Christine Thornton uses key concepts from psychology, group analysis and systems theory as well as her own extensive experience to give practical advice, including:

- The invisible processes of group dynamics
- Pitfalls of team coaching and how to avoid them
- How to design coaching interventions
- Common dilemmas
- Ethics and supervision.

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