PARTICIPANT GUIDE

Your Guide to the ACTC Credential

Advanced Certification in Team Coaching
International Coaching Federation (ICF)



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Developer of Neocharismatic Leadership · Global Talent Academy

AATC
ADVANCED ACCREDITATION IN TEAM COACHING
ICF

Global Talent Academy

Welcome

Thank you for joining “The Road to the ACTC Credential.” This guide brings together everything we discussed, so you can come back to it as you plan your next step in team coaching.

For each step you will find the requirement as set by the International Coaching Federation (ICF), practical tips, space to write your thoughts, and official links to verify the information at its source.

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Note **ICF requirements may be updated. Always check the official links on the “Sources to Verify” page before you apply.**

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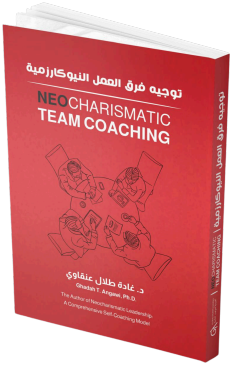
WHO WE ARE

The Arabic reference in team coaching

Global Talent Academy (GTA) offers leadership programs built on the Neocharismatic Leadership theory developed by Dr. Ghadah T. Angawi.

Taadud تعاضد · Neocharismatic Team Coaching Program (NTCP)

A program holding the ICF Advanced Accreditation in Team Coaching (AATC), delivering 65 accredited training hours toward the ACTC requirements, in Arabic and designed for Arab teams and organizations.



THE RED BOOK

Neocharismatic Team Coaching

توجيه فرق العمل النيوكارزمية

The reference on which the Taadud program is built, by Dr. Ghadah T. Angawi, author of *Neocharismatic Leadership: A Comprehensive Model for Self-Coaching*.

Scan to buy the book

neocharismaticleader.com/product/neocharismatic-team-coaching-book-2/

THE CONCEPT

What is team coaching?

> **Accompanying the team on a collective journey to explore their highest values in working together in mutual support (Taadud), and how they communicate authentically with themselves, with their colleagues, with the team as a whole, and with the system that holds them — so that they empower one another, in full mutual support, to reach the team's purpose.**

A team is not a group

	Team	Group
Goal	A shared goal achieved together	Each person has their own goal
Reliance	Interdependent: each member's success is tied to the others	Independent
Accountability	Collective, for the result	Individual
Coach's focus	The system and the interactions between members	Each individual separately

Key point **The ACTC is about coaching teams, not group coaching of individuals who each have their own goal.**

Read more: ICF Team Coaching Competencies — coachingfederation.org/…/icf-team-coaching-competencies

THE ROADMAP

Five steps to the ACTC

Tick each step you have completed to see where you stand today.

1. **Core credential**
   An active ACC, PCC or MCC in good standing ☐

2. **Education**
   At least 60 hours of team coaching education ☐

3. **Practical experience**
   At least 5 team coaching experiences ☐

4. **Coaching supervision**
   At least 5 hours of guided reflective practice ☐

5. **The exam**
   Pass the ICF Team Coaching credential exam ☐

The shortcut with Taadud

An AATC-accredited program covers steps 2 and 4 together: education hours and supervision hours are counted within the program, with no separate documentation.

Source: official ACTC page — coachingfederation.org/credentialing/icf-credentials-overview/actc

STEP ONE

1 Core credential

The ACTC is an advanced certification built on an existing individual ICF credential — it is not a starting point.

ACC	PCC	MCC
Associate Certified Coach	Professional Certified Coach	Master Certified Coach

Key point **Your credential must be active and in good standing when you apply. Don't have one yet? Start with the ACC.**

Practical tips

- Check the renewal date of your current credential before planning your application.
- If you are on your way to the ACC, you can start learning team coaching in parallel.

Reflect: where do I stand today? What is my next step?

Source: coachingfederation.org/credentialing/icf-credentials-overview/actc

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STEP TWO

Education

Specialized education in team coaching, from an accredited or non-accredited program.

60+	50%	8
hours of team coaching education	of them at least synchronous (live)	team coaching competencies

The eight team coaching competencies

1. Demonstrates Ethical Practice
2. Embodies a Coaching Mindset
3. Establishes and Maintains Agreements
4. Cultivates Trust and Safety
5. Maintains Presence
6. Listens Actively
7. Evokes Awareness
8. Facilitates Client Growth

In Taadud

65 AATC-accredited hours covering all eight competencies, documented for you automatically, including the five supervision hours.

Sources: ICF Team Coaching Competencies — coachingfederation.org/…/icf-team-coaching-competencies
Education requirements in the candidate guide — ACTC Candidate Guide (PDF)

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STEP THREE

Practical experience

At least 5 team coaching experiences. Ask yourself about each team:

- ☐ Do they share a goal that is achieved together?
- ☐ Is each member's success tied to the others?
- ☐ Are they collectively accountable for the result?

Team coaching experience log

#	Team / organization	Date	No. of sessions	Team purpose
1				
2				
3				
4				
5				

In Taadud

A full phase on the client journey — consulting, contracting and delivery — so you can enter teams with confidence.

The official definition of a team coaching experience in the candidate guide — ACTC Candidate Guide (PDF)

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STEP FOUR

Coaching supervision

At least 5 hours of guided reflective practice with a qualified coaching supervisor, or a mentor coach trained in supervision.

Coaching supervision	Mentor coaching
Required for the ACTC	Not required for the ACTC
A space where coaches reflect on themselves and on how they are affected by the dynamics of the team they work with	Developing coaching skills against the competencies; it may help deepen your understanding of them

Key point **Supervision is neither assessment nor correction — it is a space where coaches see themselves within the system.**

Supervision hours log

#	Date	Coaching supervisor	Duration	What I learned
1				
2				
3				
4				
5				

In Taadud

5 supervision hours in two sessions within Phase 4.

Source: coachingfederation.org/credentialing/icf-credentials-overview/actc

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STEP FIVE

The exam

The ICF Team Coaching credential exam measures your knowledge and your ability to apply it in real situations, across four domains:

1. Foundation

2. Co-Creating the Relationship

3. Communicating Effectively

4. Cultivating Learning and Growth

Practice question

In a coaching session with a team of six, the coach notices that the team leader answers most of the questions addressed to the whole team, and the other members gradually fall silent. What is the most appropriate response?

A. Gently ask the leader to leave room for the others until the end of the session.

B. Describe the observed pattern to the team without judgment, and invite them to reflect on what is happening in their interaction and how they want to work together.

C. Meet the leader privately after the session and ask them to change their behavior.

D. Later direct questions to the silent members by name.

Answer: B The coach works with the team as a system, shares observations without judgment, and leaves the team responsible for awareness and choice. **The client is the whole team, not the leader alone.**

Practice question prepared by us. Official sample questions and exam information — coachingfederation.org/…/actc-exam

PATHWAYS

Three pathways to the same credential

All pathways require the core credential and passing the exam.

Pathway 1 Self-documented

You gather education and supervision hours from different sources and document them yourself.

Suits: those who have already completed team coaching training.

Pathway 2 AATC-accredited program

Clearest · Taadud

The 60 hours and the 5 supervision hours are counted within the program, with no separate documentation.

Suits: those who want a clear, integrated route.

Pathway 3 Prior experience

10 team coaching experiences, at least 3 of them 5 or more years before the application date.

Suits: coaches with long experience working with teams.

Taadud is Pathway 2

An ICF AATC-accredited program, in Arabic.

Sources: candidate guide — ACTC Candidate Guide (PDF)
Advanced Accreditation in Team Coaching (AATC) — coachingfederation.org/…/advanced-accreditation-in-team-coaching

SELF-ASSESSMENT

Am I ready?

Tick each statement that is true for you today.

- [ ] I hold an active ICF credential (ACC, PCC or MCC).
- [ ] I clearly distinguish team coaching from group coaching.
- [ ] I know the eight team coaching competencies and can give an example of each.
- [ ] I have completed, or plan to complete, 60 hours of team coaching education.
- [ ] I have at least one team I could offer coaching to within 6 months.
- [ ] I know how to frame my offer to the decision-maker in the organization.
- [ ] I have identified a coaching supervisor, or a program that provides supervision.
- [ ] I have read the candidate guide and the sample exam questions.

My one step within 7 days:

THE TAADUD PROGRAM

The Taadud journey: 5 phases, 65 hours

A hybrid program combining self-paced learning, virtual training and in-person gathering.

10 hours — **Self-paced learning** Phase 1
A learning platform and reference readings on high-performing teams and the systemic context.

15 hours — **The journey with the client** Phase 2
Case studies: 5 weeks virtually or 5 days in person.

15 hours — **Group interaction** Phase 3
An in-person/virtual gathering in a global city, 3 to 5 days.

15 hours — **The client journey** Phase 4
Consulting, contracting and delivery, plus 5 supervision hours in two sessions.

10 hours — **Credential preparation** Phase 5
3 weekly virtual meetings and practice exams.

Key point **Taadud's 65 hours count toward the ACTC requirements, including the supervision hours.**

Program details — neocharismaticleader.com/ntcp

THE TAADUD PROGRAM

From obstacles to solutions

The obstacle	In Taadud
I don't know where to start	A 5-phase path that ends with application readiness
Training hours	65 AATC-accredited hours
Supervision	5 supervision hours within the program
The exam	Practice exams in the preparation phase
Finding and contracting with teams	A full phase on consulting, contracting and delivery

The Taadud community

Certified team coaches from across the Arab world, working with teams in organizations and government entities.



The Taadud experience

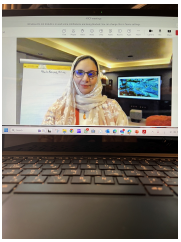
Learning by practice: live sessions, work on the team system, and virtual and in-person gatherings.











READ AND VERIFY

Official ICF sources

All information in this guide is drawn from these sources. Links are clickable in the digital version.

ACTC — Advanced Certification in Team Coaching: official page

https://coachingfederation.org/credentialing/icf-credentials-overview/actc/

ACTC Candidate Guide (PDF): requirements, pathways and application

https://coachingfederation.org/wp-content/uploads/2024/12/icf-cs-actc-candidate-guide.pdf

ACTC exam: domains, preparation and sample questions

https://coachingfederation.org/credentialing/icf-credential-exams/actc-exam/

ICF Team Coaching Competencies

https://coachingfederation.org/credentialing/coaching-competencies/icf-team-coaching-competencies/

ICF Core Competencies

https://coachingfederation.org/credentialing/coaching-competencies/icf-core-competencies/

AATC — Advanced Accreditation in Team Coaching (for programs)

https://coachingfederation.org/for-coach-educators/icf-accreditation/advanced-accreditation-in-team-coaching/

The Taadud program

www.neocharismaticleader.com/ntcp

Join the next Taadud cohort

Register and reserve your seat today

Register and pay a **$200 deposit** to reserve your seat, with the balance in comfortable installments.

For coaches

500 coaching hours, or an ACC, PCC or MCC credential (minimum 250 hours with organizational experience)

For leaders

Senior leadership roles: from director level to CEO and board member

Special offers Ask about the offers and coupons available for the current cohort, installment plans, and special pricing for Arab-region countries.

Scan to register

www.neocharismaticleader.com/product/ntcp-online/

Contact Dr. Ghadah Angawi directly after the session.

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