

# A practical programme for supporting teams through complexity, conflict and change

## Working with Turbulent Teams

When teams are stuck, in conflict, or just not firing on all cylinders, it can be hard to know where to begin.

This experiential and reflective programme is designed for practitioners who find themselves stepping into these turbulent and “messy” spaces—and want to do so with more clarity, confidence and care.

Whether you’re an OD, HR or L&D professional, this is a chance to:

- **Pause and reflect** on your current practice with turbulent teams.
- **Refresh your toolkit** with practical, evidence-informed tools and techniques.
- **Reframe your approach** to contracting, facilitation and impact.
- **Reconnect with peers** who are navigating similar challenges—and benefit from shared learning and diverse perspectives.
- **Re-centre yourself**, with time dedicated to your own self-care and development, including experiencing the value of supervision when doing this demanding work.

### DATES:

**21st Oct** (half-day, virtual)  
**5th Nov** (full-day, London)  
**26th Nov** (half-day, virtual)  
**27th Jan** (half-day, virtual)

### FEES:

£1250 plus VAT per person  
(introductory offer)

### INCLUDED:

- Pre-course e-module
- Facilitated learning across 2.5 days

### BOOKING:

Book your place or register interest via our [website](https://www.affinaod.com)



100%

Respondents who rate our facilitators as good or excellent

Respondents who would recommend the programme to a colleague

Respondents who think it likely the learning will lead to measurable improvements



To find out more, please call us on +44 (0)1252 727270 or email [info@affinaod.com](mailto:info@affinaod.com).

## What you'll explore:

- What really helps (and hinders) team effectiveness—and why psychological safety is the bedrock.
- The “doing” and “being” of effective coaching and facilitation of turbulent teams.
- A suggested process for working effectively with turbulent teams, including inquiry and double-contracting.
- How to recognise the patterns, roles and conflict dynamics playing out in teams.
- The power of “use of self”—understanding your Authority, Presence and Impact, and so building your confidence in this work.
- How organisational and cultural forces shape what's possible in team interventions.
- Systemic awareness and practice.
- Tools for assessing teams and how to give feedback, facilitate change and evaluate impact.
- Self-care and practices that support you to stay grounded and resourced as a practitioner.
- The value of coaching supervision.



**Facilitators:** Michele White and Dr Shona Brown are among the highly skilled and experienced facilitators leading our programmes. They have senior leadership experience in health and social care HR/OD. Both are qualified executive team coaches bringing hands-on experience and a practical mindset to developing your skills and practice in this area.

## Programme format:

Pre-course

**Evidence base review** (one hour, self study)

Module 1

**Foundations and principles** (half-day, virtual)

Module 2

**Tools, dynamics and use of self** (full-day, in-person, London)

Module 3

**Assessment and impact** (half-day, virtual)

Module 4

**Self-care and supervision** (half-day, virtual)

## What participants are saying:

“Loved the programme, would definitely recommend.”

“I really enjoyed practicing with tools and techniques.”