

Team Coaching Education Q&A Session

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Why Team Coaching at MSF

Our context:

- High pressure & uncertainty
- Multicultural, multidisciplinary teams
- Complex decisions & shared accountability
- Constant change in operations

What team coaching enables:

- Stronger trust & collaboration
- Better communication & shared ownership
- Constructive handling of tensions
- Greater collective leadership & effectiveness

👉 work with **team dynamics, not an individual coaching education**

Who can apply?

Eligible:

- MSF staff (field or HQ)
- Between assignments (need sponsor)
- Coaching/mentoring pool members

Also:

- Individual Coaching trained → YES

Not eligible:

- External / pro-bono
- Former staff (not currently engaged)

Application process

You need:

- Application form
- CV
- Support letter
- English test (level minimum B2)

Support letter from:

- Line manager, Career Manager (if between assignments) or Entity focal point

👉 Incomplete applications = not considered

👉 Deadline: **30th of April**

Selection & Expectations

Selection based on:

- Motivation
- Team/leadership experience
- Ability to apply learning in MSF
- Shortlisted candidates will be interviewed
- 18 Spaces
- Selection based on current pool and organizational needs

Programme requires:

- Active participation (in all modules face to face and online)
- Practice + reflection

After the education

Commitment After the Education

Participants commit to:

- Becoming part of the MSF internal pool of Team Coaches
- Delivering a minimum of 3 face to face team coaching per year for a minimum of 3 years (approximately 1 week work per team coaching).
- Participating in supervision and peer learning spaces coordinated by the MCHub
- The education is a start to a learning path
- Expectation that team coaching delivery will be part of your position, not in addition to

Logistics & key info

Format: **Blended (online + in-person)**

- Includes training in **Uganda**

Costs covered by MSF:

- Accommodation & food during education = MCHub
- Flights /other per diem needs = Sponsoring entity
- Language: English
- You have to take part in the full education to be able to complete
- There will be review moments throughout the education to check on progress

Contacts

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