

TEAM COACHING

WHAT IS TEAM COACHING



Team coaching explores issues that relate to collective performance, enabling the team to manage influences on its performance now and in future.

Team coaching takes a holistic view of those influences, that may concern the team's internal dynamics, as well as how it interacts with its stakeholders.

TEAM REQUIREMENTS

These are the prerequisites for a company to take advantage of this opportunity:



Nurture the team with objectives and direction, as well as the autonomy to implement changes



The senior management supports the team coaching initiative



Expectation of minimal changes in membership, so the team remains constructed for the duration



Team size of 5-10 members willing to engage in diagnostics that will provide insight into team processes.

Such as: individual coaching & 360 feedback

TEAM RESOURCES

DURATION: 2-3 hours / session
4 sessions / spread over 9 months

TEAM COMMITMENT:

12 - 16 hours /
spread over several sessions

+
5 - 6 hours /
team leader / sponsor

- Up to 2 team meeting observations

- Up to 2 team check-ins

- Up to 5 1:1 Team Leader sessions

- Midpoint and end-point diagnostic reviews (2hrs each)

TEAM COACHING

THE 5-STEP PROCESS

1
Initial engagement to understand the situation and ensure a fit with the Team Coaching process

2
Discovery discussions with stakeholders, team leaders & team members which may include completing a Diagnostic to gather data on the team's current performance

3
Working with the whole team and establish the objectives and ground rules of the team coaching

4
Partnering with the team to achieve those objectives using the Team Coaching framework and methodology

5
Completion and review of the work against the initial objectives

Team coaching is an on-going development journey which continues even when the team coach is not present.

It may involve:

- off-site events
- the team coach providing process consultancy to the team's regular meetings
- attending stakeholder engagement events

some individual coaching of team members focused on how they can develop their contribution to the team's effectiveness

