

Team Coaching – How it works

What is team coaching?

Team coaching enables a team to function as more than the sum of its individual members by being fully aligned on a common agenda. There is strong accountability in a culture built on strong trust through unified thinking, behaviour and productive challenging discussions.

As a team coach I do not need to be an expert in your field. My role is to be responsible for the process while the role of the team is to be responsible for the content and the outcome (through action plans).

What team coaching is not:

- Team building
- Training or facilitation
- Teaching content
- A guaranteed outcome. If the team is actually a group of people who have no desire to function collectively as a team then the impact may be limited

What are some of the benefits of having a team coach?

- Create a safe environment conducive to constructive dialogue and learning, building trust and collaboration
- Accelerates success - faster action towards your team's goals
- A more resilient team that will respond more effectively to setbacks
- Clarifies the values of the team, facilitates agreement of how the team works together and therefore builds a stronger sense of shared purpose
- Improved organisational reputation and relationships within the team
- Increases levels of innovation and creativity
- More effective communication
- Provides greater confidence and perspective regarding decision making

When you would use a team coach?

- A new team is coming together and needs to hit the ground running
- A team is not working as effectively as it could and there is common agreement it can and wants to improve
- A long-standing team needs to have its drive re-ignited
- Organisational changes have meant a change in strategy or team members

How it works

Team coaching sessions will be tailored to the needs of the team and will often take a modular approach to allow time between sessions for the team to work on their action plans.

Your investment includes a de-brief and pre-brief and contact between sessions if required.

Examples of team coaching programmes:

- 6 sessions x 2 hours (3 weekly)
- 4 sessions x 3 hours (3 weekly)
- 1,2 and 3-day off-site sessions
- 2+2+2 day sessions

To maximise effectiveness there is the option to include one-on-one executive coaching alongside the team coaching or a data-based assessment prior to coaching.