

Team Coaching

Function

The purpose of team coaching is to help teams become more effective. Some team coaches focus on helping teams agree a common purpose, roles and objectives. Others specialise in team dynamics, helping team members get on better with each other. Our team coaches pay attention to both these aspects of team functioning, and to the team's relationships with stakeholders outside its boundaries. Our coaches have the capacity to help teams work out where to focus their attention, and the ability to work with team dynamics where appropriate. We aim to leave teams with the ability to manage their own team dynamics after the end of a coaching assignment.

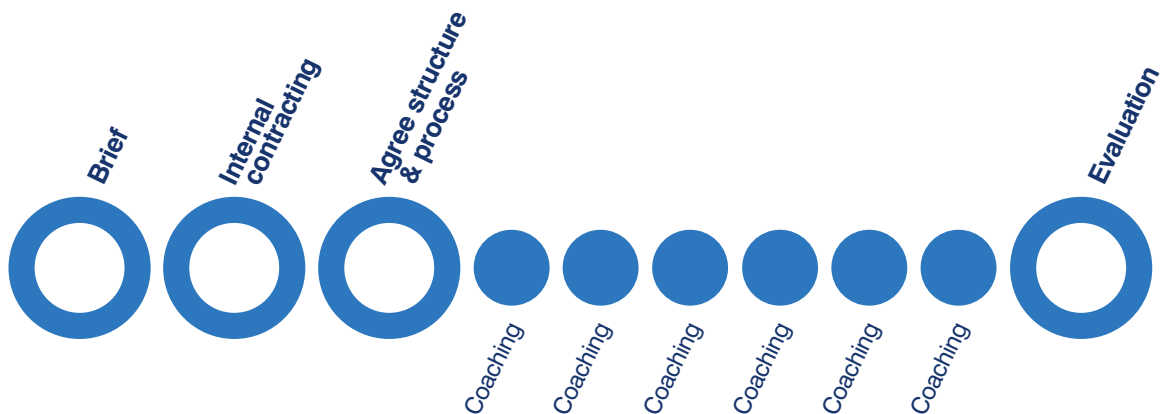


A systemic approach

Whilst our approach is agnostic, drawing upon different models and approaches, Peter Hawkin's 'Five Disciplines' model will give you some insight as to how we work. Early on in the process, the team coach interviews individual team members, to get a sense as to where the team may want to focus its initial attention. That might be on exploring the stakeholder mandate or the team's relationships with external stakeholders. Or it might be on purpose and objectives, or team dynamics, or the extent to which the team collaborates in its learning.



Process



- 1 We meet you to take the initial brief.
- 2 Ultimately we need to navigate a triple contracting process, talking not only to the team leaders, but to stakeholders and team members.
- 3 Again, we recommend a process of ongoing evaluation.

Team coaching is also a key leadership skill, perhaps one of the most difficult to learn. In addition to providing you with external team coaching services, we can help you train your leaders to become better team coaches themselves.

