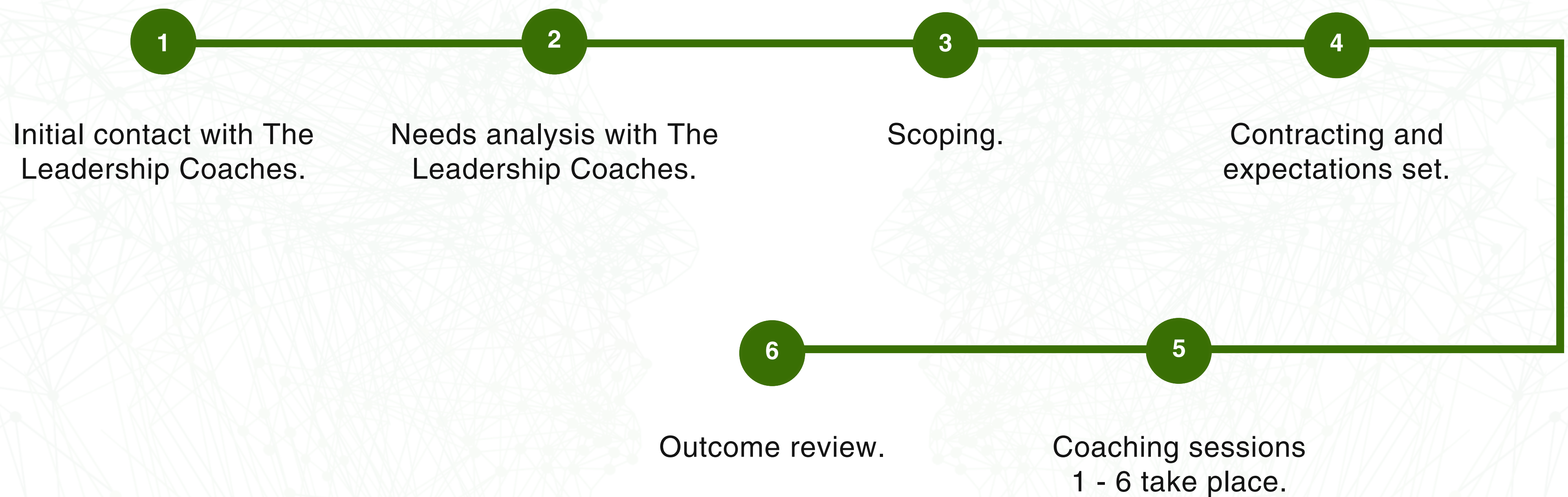


# Team Coaching

Whether you have a new team or a team that has worked together for a prolonged period, every team can benefit from working with a coach.

The challenges faced by teams constantly change as organisations evolve. However, team coaching adds value by fast-tracking teams through the stages to achieve the sought-after stage of 'high performing' at a much quicker pace.





# Team Coaching

1

There will be initial contact with The Leadership Coaches. This may be from yourself, or someone in your organisation, such as your Human Resources Director.

2

We perform a needs analysis, enabling us to seek and gather information through interviews, observation, and documentation. During the needs analysis, we identify the main themes to focus on during coaching, and we also assess the readiness of the team for coaching.

3

During the scoping stage of our team coaching process, we clarify goals and timescales. At this point, we additionally establish how success will be measured.

4

Agreeing how we work together includes contracting between coach and team leader, coach and team, and team members. Here, we establish the coaching process and what it is that makes it coaching.

5

Coaching sessions start at this point. Over an agreed period, the team will have six coaching sessions with mini ongoing reviews to assess progress and direction. There is also a phasing of the coaching responsibility away from the coach and to the team members.

6

The team assesses the success of the process having taken responsibility for the outcome. The team then presents what has improved and what has been learnt.