



Team Coaching

Format

Design Process

An initial information gathering meeting between the coach and the team leader and/or the line manager to identify the specific challenges which face the team and design desired outcomes.

Stakeholder Interviews

An optional series of stakeholder interviews to gather feedback on the team.

Team Diagnostic

Optional utilisation of the team diagnostic tool to focus on internal team dynamics.

<http://www.johansenexecutivecoaching.com/our-services/team-assessment.aspx>

Team Coaching Event

Typically a 1 to 2 day initial off-site event involving all team members. The event is designed in real time in response to both the agreed agenda and issues that arise during the event.

Team Coaching is most effective in creating change as part of an on-going programme, focusing on action learning, enhanced team functioning and goal achievement. Thus team coaching sessions are typically held on a quarterly, half yearly or annual basis.

Depending on needs, the team coaching may be delivered in combination with a programme of development workshops, skills training and/or one-to-one coaching.

Duration

Variable, but typically an initial 2 day off-site followed by a series of 1 or 2 day follow-on events over 1 year or longer.

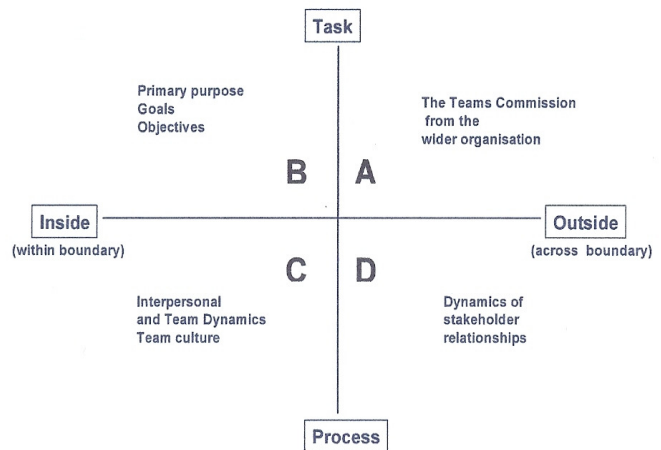
Cost

As agreed - VAT is payable if events are delivered in the UK

“Teams exist to create business results”

Team Coaching aims to enhance a team’s ability to function at more than the sum of its parts, by clarifying the team’s goals and purpose, whilst improving its external and internal relationships. It is distinct from coaching team leaders to manage their teams or coaching individuals in a group. The team itself is regarded as a unique, dynamic entity with its own culture, rules and ways of behaving.

A team coaching approach addresses both the internal functioning of the team as well as the team’s relationships with clients, other teams, senior management and other stakeholders. In particular it focuses on striking a balance between task and process, as illustrated in the model below.



A key element of the team coaching process is to enhance the team’s ability to take responsibility for both the current situation and their agreed new action and behaviours. The ongoing coaching process both supports their commitment to change and provides an accountability structure.

Please contact us for more information

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