



Team Diagnostic Coaching

Organisational teams exist for one purpose – to achieve results

**“When a team
outgrows
individual
performance
and learns
team
performance,
excellence
becomes a
reality.”**

*Joe Patemo
Coach Pennsylvania
State University
Football*

**“What sets
apart high
performance
teams
however, is the
degree of
commitment
particularly
how deeply
committed the
members are
to one
another.”**

*Katzenbach & Smith
“The Wisdom of Team”*

Modern business culture often focuses on the individual at the expense of the efficient performance of the team. By utilising a strengths based, positive psychology model which combines positivity factors in addition to those of productivity, team coaching can help focus attention on the areas where collective team performance can be enhanced.

Johansen Executive Coaching are the only Channel Islands based practitioners utilising the unique Team Coaching International assessment tool which is a benchmarking tool designed to measure 14 separate productivity and positive/environmental strengths. The assessment can be customised for a specific team and includes open-ended and essay style questions.

The diagnostic tool provides a graphic representation of the team which highlights areas on which to focus development. The role of the Coach is to facilitate the dialogue between the team members creating constructive conversation leading to agreed collective action.





“It’s never enough just to tell people about some new insight. Rather you have to get them to experience it in a way that evokes its power and possibility.”

*John Seely Brown
“Seeing Differently:
Insights on Innovation”*

Team Diagnostic Coaching Format

Team Diagnostic Online Assessment

2 to 3 weeks prior to the team coaching event, all team members complete the 80 question team diagnostic online questionnaire

A meeting will be held with the sponsor / team leader ahead of the Team Diagnostic Coaching event to discuss the format and focus for the intervention

It is at the discretion of the team leader whether they wish to be pre-briefed on the data derived from the Diagnostic Tool or whether all team members receive the feedback together at the event.

Team Diagnostic Coaching Event

1 to 2 day offsite event combining experiential exercises with group dialogue leading to an agreed Team Action Plan.

The purpose of the event is to engage in constructive conversation thus the emphasis will not be on data analysis rather the dialogue resulting from the questions which arise in the room as a result of the team coaching intervention, which in turn are based on the data.

Follow on Programme

An essential part of the Team Diagnostic Intervention is to hold the team accountable for the agreed action plan. Usually this will take the form of a 1 day event 4 to 6 months after the initial offsite. This may also be combined with an interim meeting part way through the period and/or a second completion of the diagnostic tool to chart progress.

Cost

The cost of the Team Diagnostic Coaching is dependent on the number of delegates and offsite days.

Please contact us for more information

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