



Team Coaching, Autumn 2021 – Work Together Well.

Make more impact and progress.

Build ability to be comfortable with change.

Team Coaching: Sustained Benefits.

Team Coaching is a process that builds the team's ability to navigate change, by building trust, asking itself better questions, making better decisions, and continuously performing more effectively - with each other, the organisation, and with service users and stakeholders.

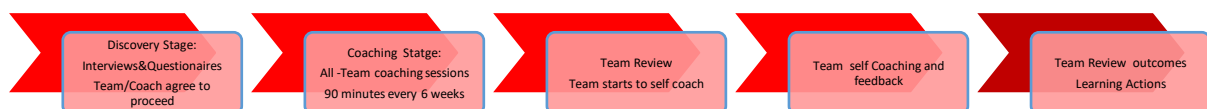
One-off or short interventions like **team building, training, or facilitating**, can be very useful in managing change. But they are events, not a *process* that leads to self-sufficient, sustainable growth.

Team Coaching: Outcomes.

- Aligns team effort to each other: to agree a common purpose, increase motivation and trust, make progress, increase creativity, job satisfaction, and develop a self-coaching culture.
- Aligns team effort to the organisation's Purpose: to increase impact, satisfaction, staff retention, adaptability.
- Aligns team effort to Stakeholders' needs (clients, beneficiaries, service users, other staff): to increase impact, satisfaction, service, efficiency, shape effective future work and spot gaps and opportunities.

Team Coaching Timeline.

Team Coaching is a cost-efficient process. After the Discovery interviews, it usually involves one deep work session with two co-coaches, every month to six weeks, over a period of six to 12 months. The team implements their learning and decisions into their own daily meetings and work.



No team is an island. Everyone's work is affected by internal and external factors. Team coaching helps the team to decide how to work effectively with itself and within these factors. Frequently (if not always) what comes up as the desired programme outcomes for the team at the start of the process, changes throughout as the team discover what matters most – to them, the organisation, and their service users and stakeholders.



THE DISCOVERY STAGE

- Individual informal conversations with the coaches and Team members, the Team Leader, other relevant stakeholders,
- An all-team questionnaire on the team's PURPOSE, RELATIONSHIPS amongst the team and with EXTERNAL and INTERNAL stakeholders and systems, and how the team LEARNS and deals with LEADERSHIP.

THE COACHING STAGE

- Once the Team commits, it gathers (currently virtually) with the Coaches every month or 6 weeks, to set and work towards their own agreed chosen outcomes.
- During the process, the transfer of coaching from the coaches to the team happens.
- The team builds its own ability to ask the right questions, and to build reflecting, review and learning into its work, to continuously improve and perform well.

For more information and special offers contact me:

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