

# Effectiveness Coaching for Leaders and Teams





Fé van Haght

Director of Empowered Practices, People Development Coach, and Registered Counsellor

# Message from the Director

At Empowered Practices, our vision is to inspire, empower, and transform people and businesses through effectiveness coaching for leaders and teams.

We believe, as human beings, that we naturally develop cognitive and behavioural habits that at a later stage, becomes a limitation in our attempt to perform at our best, individually or in a team environment.

With the support of FIVE LENS, we offer effectiveness coaching interventions designed to enable leaders and teams with the awareness and resources to help chisel away at the habits that get in the way of ones highest professional and personal potential.

We look forward to working with you to build healthy high performing teams in your organisation.







## Team Effectiveness

The mission is simple & impactful

Build Healthy High Performing Teams

# Team Effectiveness

The FIVE LENS team process provides guidance in terms of behaviours & skills needed by the team leader and team members to reach healthy and sustainable high performance.



The Five Lens Assessment





**Team Discovery Process** 





**Skills Development** 





**Individual Coaching** 



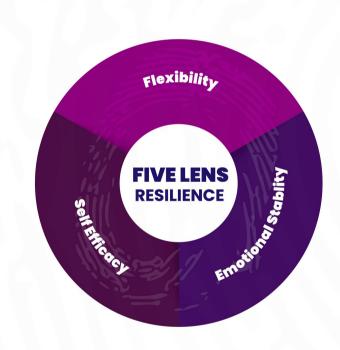
### The Five Lens Assessment

The FIVE LENS questionnaire, the personal feedback report, and the debrief will give individuals valuable insight into themselves. The team's effectiveness is then benchmarked against high performance using team specific reports and other materials.



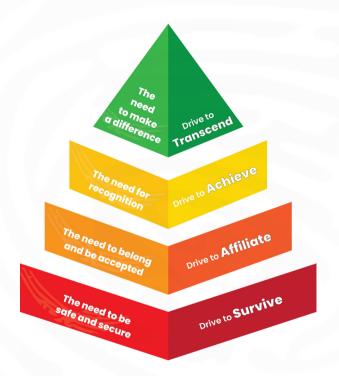
### **Personal Mastery**

What is the level of your emotional maturity?



### **Emotional Resilience**

How well do you cope with stress and adversity?



#### **Social Drives**

What matters most? What are you striving for?



### **Energy Centres**

What is your preferred way of solving problems?



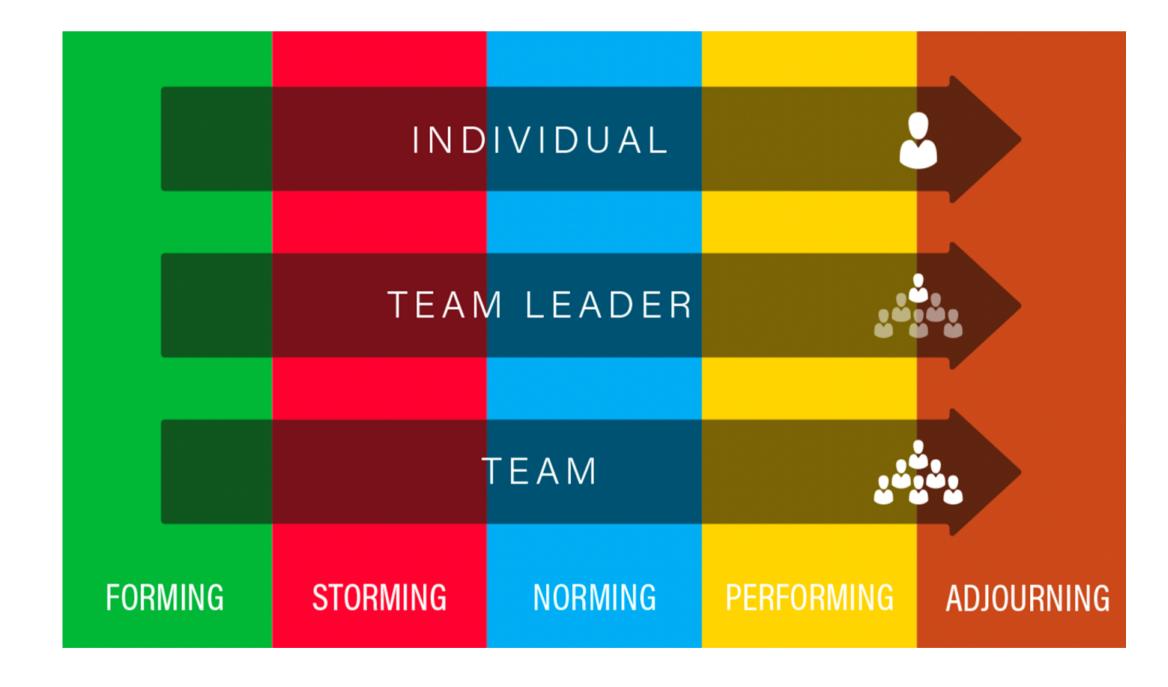
### The Enneagram

What are your repeating patterns of behaviour?



# Team Discovery Process

This process is aimed at having a deepened awareness of the Team. This includes understanding colleagues' natural team roles, the overall Team Profile and culture, team strengths, possible blind spots, areas for growth, and the team's overall stage of development based on Tuckman's team stage model. The Team Discovery Process ends with action items for individuals and the team.





## Skills Development

One way of achieving sustainability of learning is to work developmentally with a team after the Team Discovery Process (TDP) is individual coaching or a series of one-day skill-building workshops. Determining which skill(s) the team requires is initially based on output from a TDP. The FIVE LENS skills modules integrate individual profiles into personalised, unique and needs-appropriate learning journeys to build knowledge, skills & behaviours required to be effective now and in the future world of work.







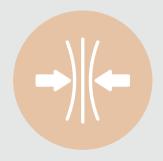




**Building Trust** 



**Thinking Partners** 



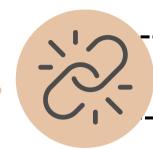
**Team Resilience** 





### Five Lens Assessment & Coaching Goals

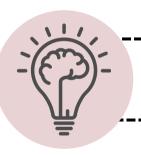
Here we'll do the FIVE LENS enneagram questionnaire and debrief. Based on the report and reflection, we will look at plotting what the gaols for coaching will be and align this with their individual KPI's.



### Behaviour Patterns & Making Links

Here we get an understanding of default behaviours, patterns, and motivations. This allows us to link behaviours to team performance and organisational gaols and outcomes.

# Individual Coaching



#### Developing Self-Awareness

At this stage we can start to observe oneself and deepen the awareness of triggers, avoidances, moods, and thinking patterns. Self-awareness builds a firm foundation for individual and team development.



### Emotional Resilience & Personal Mastery

We delve below the surface of ones' emotional resilience and levels of personal mastery. We pay particular attention to growing in the areas that negatively impact on our ability to cope with stressful circumstances.





We reflect on and develop a toolbox that is aimed at strengthening ones' emotional muscles. Emotional fitness is the ability to recover from the impacts of a high performance work environment and work effectively as a team member and leader.

### **Empowered Practices**

People change when they learn enough that they want to, and receive enough that they are able to – John C. Maxwell



### Contact

Fé van Haght +27 63 184 8622 www.empoweredpractices.com fe@empoweredpractices.com

