



Effectiveness Coaching for Leaders and Teams



Fé van Hagt

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.





FIVE LENS
PEOPLE DEVELOPMENT
EXPANDING POSSIBILITY

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

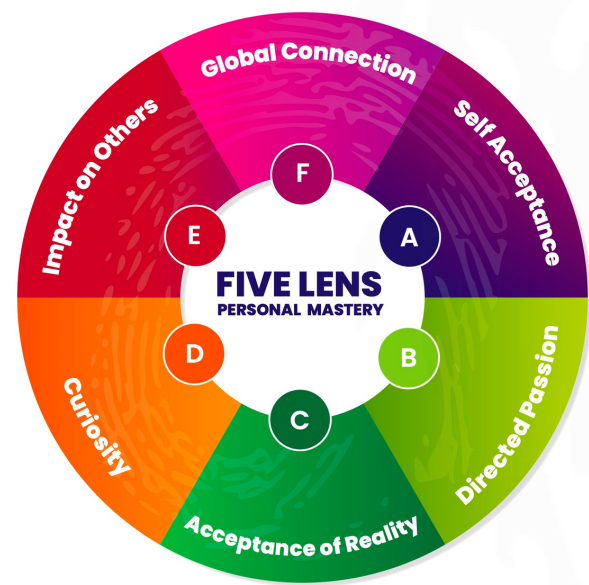


Individual Coaching



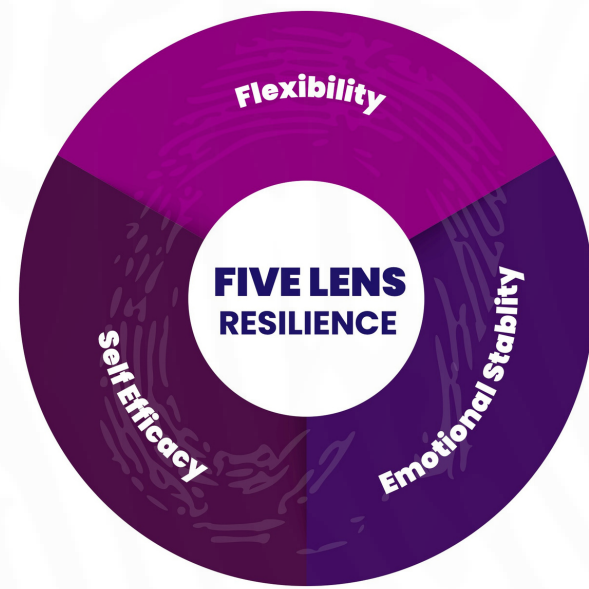
The Five Lens Assessment

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?



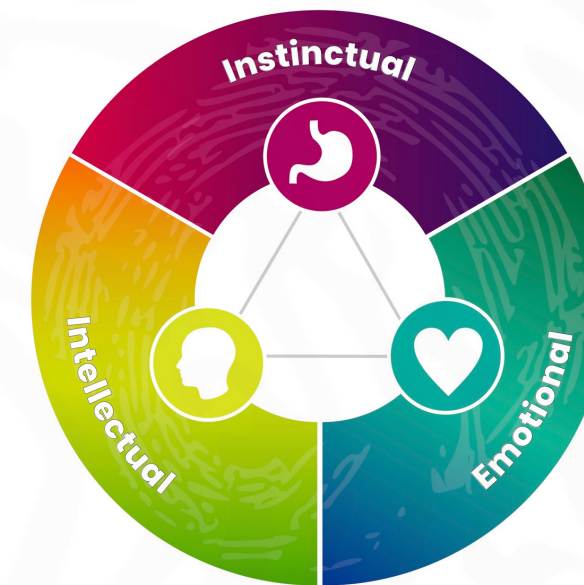
Emotional Resilience

How well do you cope with stress and adversity?



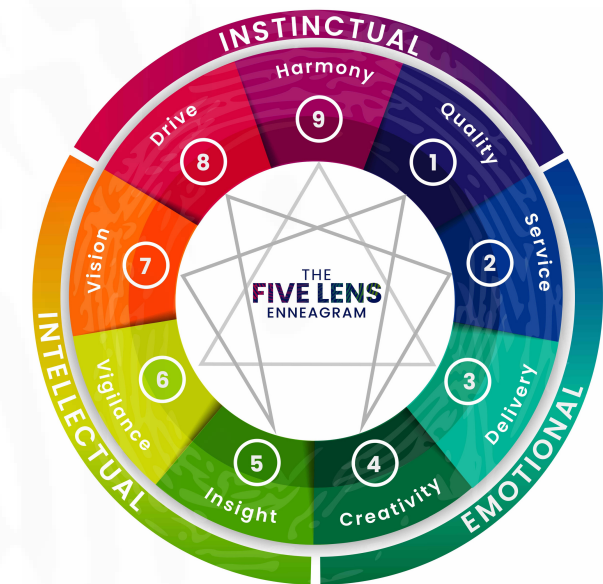
Social Drives

What matters most?
What are you striving for?



Energy Centres

What is your preferred way of solving problems?



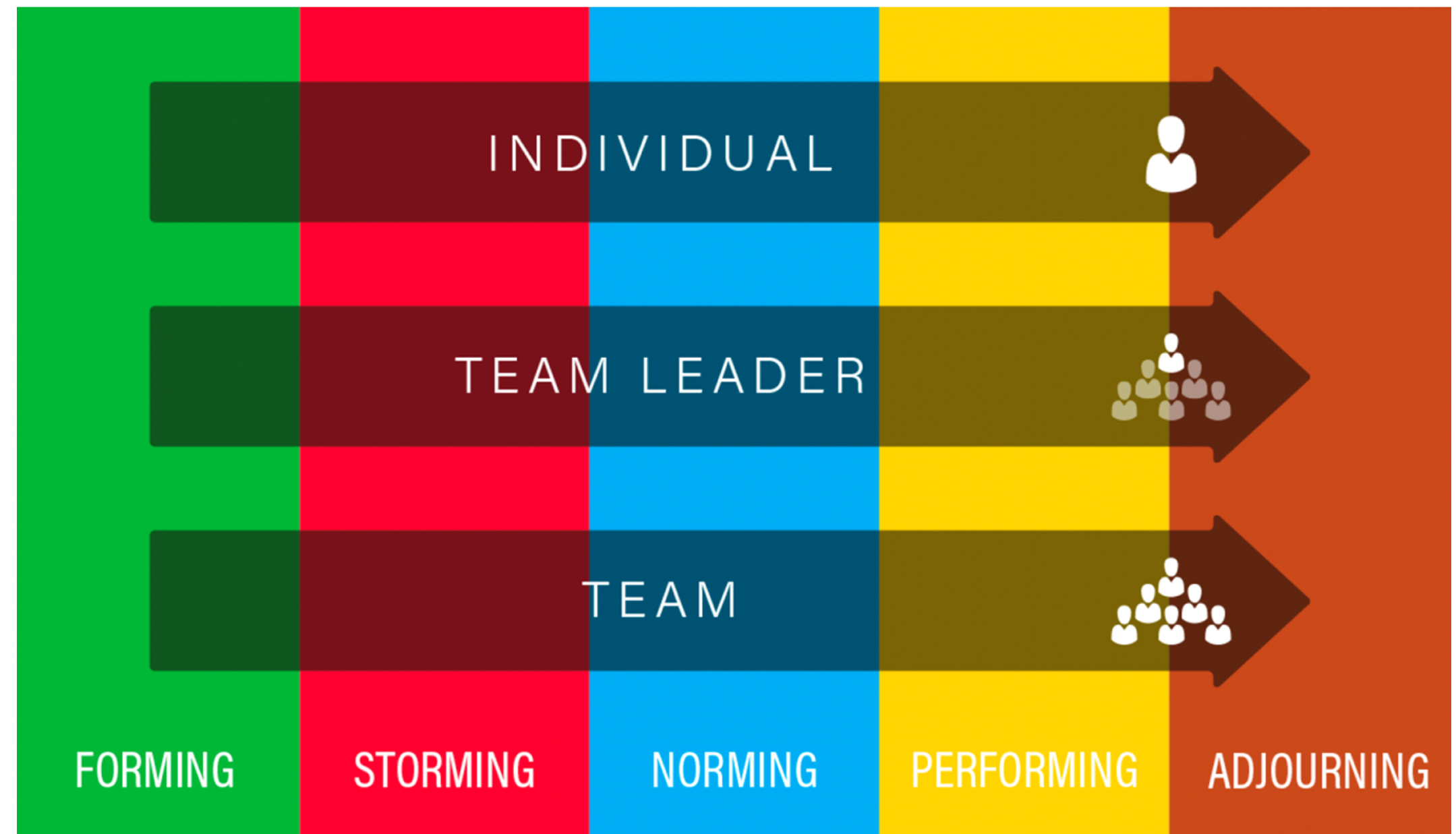
The Enneagram

What are your repeating patterns of behaviour?



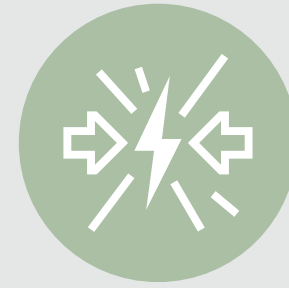
Team Discovery Process

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.



Managing Conflict



Collaboration



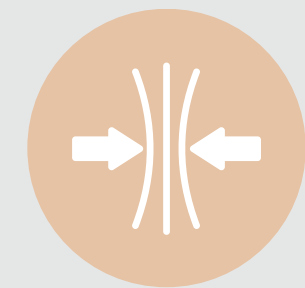
Feedback



Thinking Partners

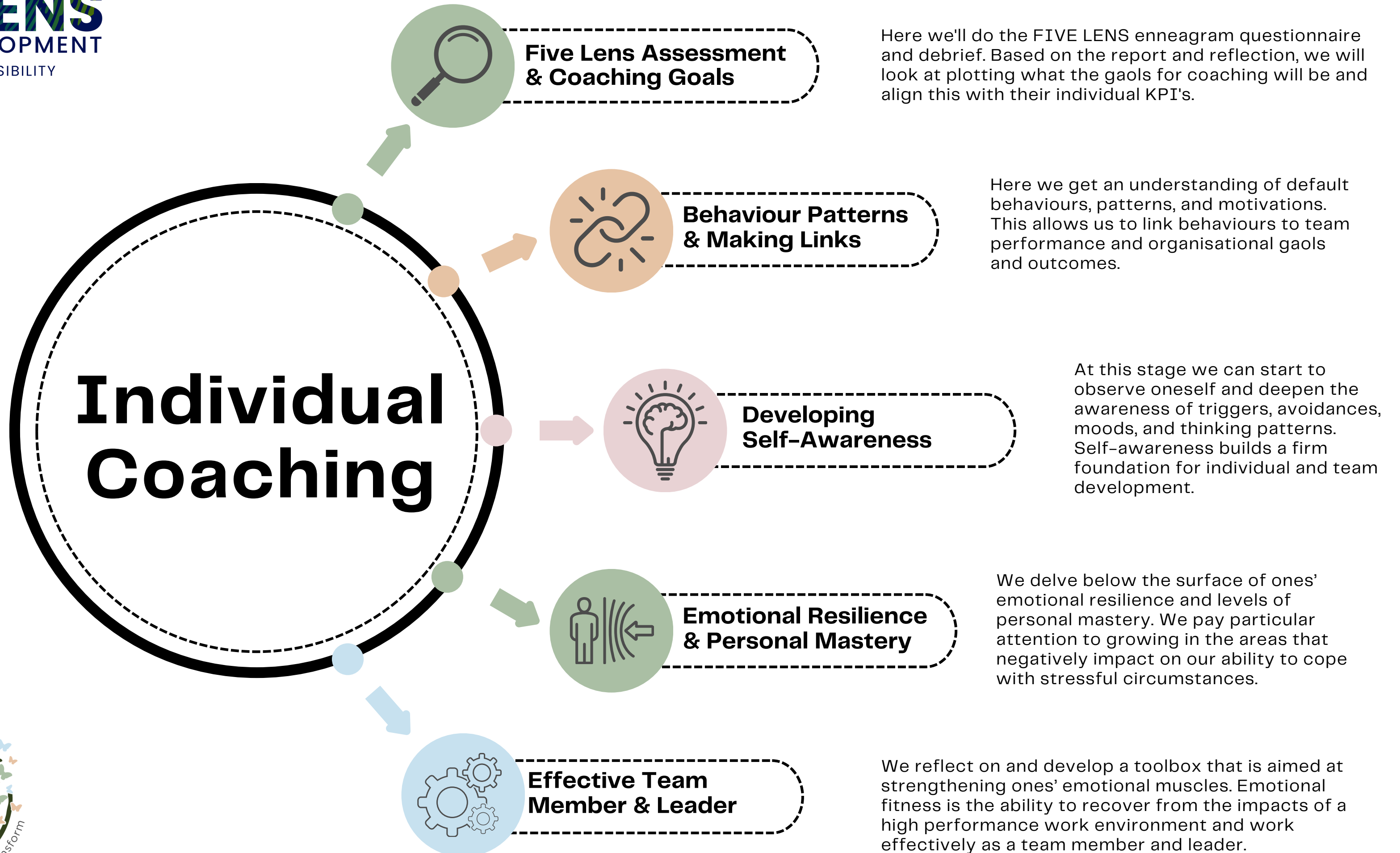


Building Trust



Team Resilience





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 Hagt

+27 63 184 8622

www.empoweredpractices.com

fe@empoweredpractices.com

