



Exceptional Teams

A Team Coaching Service

What is Team Coaching?

Team coaching is an iterative process through which a team coach both supports as well as challenges a team to accelerate its learning and performance over a given period of time (e.g. 4-6+ months). Team coaching can be leveraged to generate results, enhance employee engagement, drive organizational change, foster innovation, development leadership cultures and more.

Benefits of Team Coaching

- ✓ Accelerate learning and performance
- ✓ Diagnose & design high performing teams
- ✓ Foster innovation and adaptation
- ✓ Promote agility
- ✓ Proactively engage stakeholders
- ✓ Grow collective leadership capability
- ✓ Drive organizational change
- ✓ Break down silos

Role of Team Coach

Exceptional teams require coaching to support formation, building of momentum and ongoing maintenance and stimulation:

- #1. Creating a Learning & Performance Culture:** forming the team; fostering psychological safety; establishing team norms and the commitment necessary for learning and performance.
- #2. Fostering Paradigm Shifts:** Supporting and challenging the team to shift ways of thinking and acting; opening the team up to feedback and information from a wide range of sources both within and outside the team.
- #3. Assessing Strengths:** Assessing individual and collective strengths; creating a strengths inventory; identifying gaps; creating learning plans
- #4. Encouraging Experimentation & Bold Action:** Encouraging risk-taking and experimentation; challenging and supporting bold action; supporting learning and reflection; celebrating successes; fostering a culture of recognition

A Corporate Program Offered By:
The Team Coaching Zone, LLC.



Approach to Coaching Exceptional Teams

Team coaching engagements typically unfold over 4 – 6 months. The professional team coach supports the team to accelerate its learning and performance. When the team is ready for coaching, a professional Team Coaching Zone coach meets regularly (e.g. 1x per week, 2x per month, 1x per month, etc...) with the team and coaches the team to accomplish both concrete learning and performance goals that generate results and that build individual and collective capacity. Team coaching includes several unique stages that are integral to the team's learning, change and performance journey:

- Team Assessment
- 1-to-1 Team Leader Coaching
- Team Launch/Relaunch Design

1) ASSESS

2) BUILD

- Dynamic teambuilding workshop (1/2, 1, or 2 days)
- Team creates conditions for learning and performance: forms as a real team with shared vision, clear focus, winning strategy, stakeholder engagement plan, individual clarity and more

3) COACH

- Ongoing team coaching (weekly, bimonthly, or monthly) for 4-6 months
- Focus on learning, performance & change
- Continuous 1-to-1 coaching with team leader



**Ready For Your Team To Be Exceptional?
Sign Up For Team Coaching Today!**

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