

General overview of team coaching.

For each team coaching assignment, we design a custom intervention that fits the needs of the team, combining elements of the following:

1) Facilitate group dialogue to define what matters, what doesn't matter for individuals and for the group. Creates a clear frame of reference, boosts overall effectiveness, and removes barriers to change. Very useful for intercultural communication.

2) Smooth group process (by which I mean the emotional process of how the individuals relate to each other within the group) to ensure that the group is responsive to the changing needs of the individuals and the organisation. Maintains team cohesion, and promotes innovation.

3) Encourage individuality. Supporting individuals to promote the things they care about: this leads to people self-organising towards things that matter to them, changes mindsets, improves mutual understanding, and increases engagement.

4) Coach individuals. Working to smooth out the blocks to behavioural change in each individual. As you know, it's not always about pushing someone towards a goal, but can also be about exploring the options. This can often be the start of life-changing growth. Promotes change and innovation.