Learn how to build high performing teams through team coaching

Peter Hawkins says “The world needs more effective teams!”

Team Coaching is an emerging area of professional coaching practice that helps teams to improve performance, effectiveness and productivity. Team coaching focusses not only on performance outcomes, but importantly focuses on how performance is achieved by exploring the team dynamic. The complexity of business today requires teams to be agile. This means decisions may need to be made on the fly, change needs to be accepted as a necessary inclusion as what worked yesterday may not work today and individual difference needs to be embraced and utilised to spark innovation. Complexity also means that uncertainty is ever present.

Team coaching can’t remove the uncertainty, but it can give the team tools and processes to manage it more effectively. The question has never been “should we pull together to achieve our collective goal?” The question is almost always “how?”

Team coaching is a goal focussed dialogue that challenges the team to understand how they achieve performance. This has benefits today and into the future as the aim of team coaching over time, is to create sustainably improving performance by enabling the team to coach themselves. Team Coaching represents a relatively new, though natural, evolution of coaching utilising the proven principles that underpin individual coaching to support team performance and development.

What is Team Coaching?

Team coaching is one development intervention available to support teams to perform. David Clutterbuck (2007) defines team coaching as “helping the team improve performance, and the processes by which performance is achieved, through reflection and dialogue”. The team coach therefore needs to first distinguish: what is a team, then what are the drivers of performance, and how to engage the team members with this through reflection and constructive dialogue.

Benefits of Team Coaching

- Improve team performance.
- Build trust, accountability and productivity.
- Increase engagement and staff retention.
- Encourage innovation.
- Understand how team dynamics drive performance.
- Improve the quality of the team’s dialogue.
What to expect from IECL’s team coaching program

As with all IECL programs, we believe that learning through experience is essential. During the program we will create a “real time” group dynamic through which we experience and learn the team coaching process.

Over the two days of the program you will learn:
- The difference between a team and a group.
- The drivers of team performance.
- What team coaching is (and what it is not).
- How to assess when a team is ready for team coaching.
- The critical steps to successful team coaching
  - Readiness
  - Contracting
  - Enquiry
  - Intervening
  - Finishing.
- Insight into team dynamics and how to intervene in the team’s dialogue to raise awareness and change individual and collective behaviour.
- How to immediately apply your learning to working with a team.
- How to position team coaching to your clients.

Who is the program suitable for?

- Experienced coaches.
- Leaders with coaching skills wanting to apply them to their team.
- Consultants who work with teams and have an understanding of coaching.

This three-day program requires that you have both a reasonable knowledge and experience of coaching individuals. The program is not about teaching you coaching skills, it is about teaching you how to apply your existing skills in a team context. Ideally you will have completed IECL Level 1 and 2 (or equivalent) and have a minimum of 50 hours coaching practice.

Why do Team Coaching?

- Improves your confidence when working with teams and groups
- More approaches and strategies when working with teams, based on deeper understanding of team dynamics
- Helps to understand team dynamics in any work you do in organisations (one-on-one coaching included)
- Another tool in your coaching toolkit
- Understand your own biases and preferences

Interested in finding out more?

Visit [iecl.com](http://iecl.com) or email [info@iecl.growthops.com.au](mailto:info@iecl.growthops.com.au)
Program Facilitators

John Raymond, PCC
Master Coach & Facilitator

John has been coaching for over two decades and is the Head of Asia. He is passionate about working in a highly professional industry. To this end he has been very involved with the ICF with local, regional and global roles — currently as one of the Global Ambassadors for the ICF Foundation. John felt privileged to contribute to the first and only coaching guideline in the world, The Handbook for Coaching in Organisations published by Standards Australia in 2011. He is on the faculty of IECL Education, is a trained Coaching Supervisor, holds a Master in Coaching Psychology, a PCC Credential from the ICF and has many thousands of hours of coaching under his belt. He is currently based in Singapore and working primarily in Asia.

Jane Porter, MCC
Master Coach & Facilitator

Jane is Head of Coaching and Coaching Accreditation and a master coach and facilitator. She has been involved in coach education since 2007 with a focus on program development, mentoring, supervision and assessment. As a practicing coach she has coached individuals, groups and teams across Australia, New Zealand, India, Singapore, Hong Kong, China, Malaysia, Philippines, Indonesia, Taiwan, Thailand, Vietnam, Japan, Mongolia, The United Kingdom, The Netherlands and Germany. She has over 4000 hours of one on one and group Executive Coaching experience plus several thousand hours of Leadership facilitation, and is a Master Certified Coach (MCC) with ICF.

TESTIMONIALS FROM PREVIOUS PARTICIPANTS

“Best course I have been to. Well planned, well executed. There was no wastage or ‘fluff’. Very practical.”
Consultant, GY Consulting

“I found the content very thorough and detailed. John’s expertise is amazing, and I feel fabulous about the skills I have learned. I can’t wait to put my learnings intro practice.”
Sector Support & Development, Wesley Mission

“Fantastic balance of support and challenge to develop the group’s knowledge and skills around team coaching. I really enjoyed the three days.”
Leadership Consultant + Coach, Western Sydney Local Health District

“Helpful program covering theory and practice regarding team coaching, as it emerges as a growing organisational development practice. Great to practice. Excellent facilitation.”
Manager, Organisational Development, IT Services, University of Melbourne