

DOES *OUR TEAM* NEED COACHING?



“Coaching is recognized as *the* vehicle for transformative change.”

WHAT TEAM COACHING IS

Coaching is a **collaborative process** by which the team and coach become strategic partners in the pursuit of the team’s goals.

The Discovery Phase (what needs to change?): the team is guided in *identifying* where it would like to create change. This is done through questioning, assessments and/or observations.

The Visioning Phase (what is possible?): the coach helps the team create *solutions and strategies* around attaining its objectives.

The Implementation Phase (let’s make it possible!): the team is *supported* in carrying out feasible action plans in order to generate positive changes in the pursuit of chosen objectives. Reviews and adjustments are implemented as needed.

The Evaluation Phase (did it work?): coach and team *measure* the impact of the team’s efforts through performance assessments, observations and feedback.

The Sustainment Phase (let’s make it last!): post-coaching options are available to assist the team in *sustaining* its success.

WHY TEAM COACHING WORKS

Achieving team goals is not always easy. Here are some of the underlying reasons why teams sometimes fail to attain their goals:

- lack of clarity in your goals/roles
- low accountability or motivation on the part of some members
- being unprepared for potential barriers
- being influenced by nay-sers
- poor communication or low trust levels between team members
- inconsistent interdependency across members

Team Coaching is an opportunity to:

- define **who you are** as a team
- **seek answers** to your questions
- **identify solutions** to your challenges
- see your future in a **positive light**
- **take action** so that you are moving towards the attainment of your goals.

DOES *OUR TEAM* NEED COACHING?

VIABLE REASONS FOR SEEKING TEAM COACHING

- Our team needs to create change, some change but doesn't know *where* exactly.
- We have specific team goals but are unsure *how* to achieve them.
- Our team is facing a great *opportunity* and wants to be as prepared as possible.
- A large portion of our team feels *unfulfilled, unchallenged or dissatisfied*.
- We have *higher aspirations* for our team but we lack the necessary drive to get started.
- Our team doesn't know how to get out of its *comfort zone*.
- We are facing a particular *challenge* and need help resolving it.
- We need to power up our team dynamics.
- Our team wants to improve its *performance and/or results*.
- Our team sets *goals* but does not always attain them.
- We feel our team is not making the best use of its *strengths and combined talents*.
- There are toxic emotions permeating our team.
- Our team needs to improve its communication skills, establish more trust.
- We have decided we want to be a forerunner, a role model for other teams.

OUR TEAM'S PERSONAL LIST

Use the space below to write down some of the reasons why you feel your team may benefit from coaching:

For more information on the process of coaching or to discover how our coaching programs can help your team achieve its goals, please contact us at:

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