

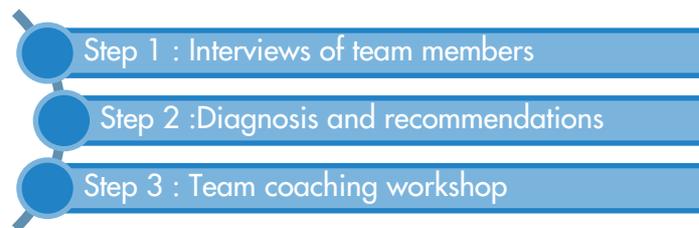


Team Coaching

Presentation of our
approach

Team Coaching

In order to get the big picture before acting, we suggest to act in 3 steps:



Step 1: Interviews of team members

With the interviews, we analyse the current situation to understand the context the team is working in and its perception of reality.

During the individual interviews, the coach creates a relationship of confidence and invites each member to give feedback on the team's performance (strengths, risks, points of tension, challenges and opportunities) but also to question his or her role and personal contribution to the success of the project.

We believe that spending time **analysing the present moment helps to save time for the future**. Each team member expresses his or her vision, beliefs, expectations and frustrations. Confidentiality is essential to ensure that the real issues are discussed. Therefore, we provide managers with a global summary of the individual interviews.

Step 2: Diagnosis & recommendations

A debriefing meeting is held with the management **to assess the situation**. They will be able to react and better understand the team's challenges. We will debrief the whole team during the team coaching workshop so that everyone shares a coherent view of what is going on.

The diagnostic moment is also the opportunity for the coach to work closely with the management and establish a “team coaching workshop” **fully supported by the team**.

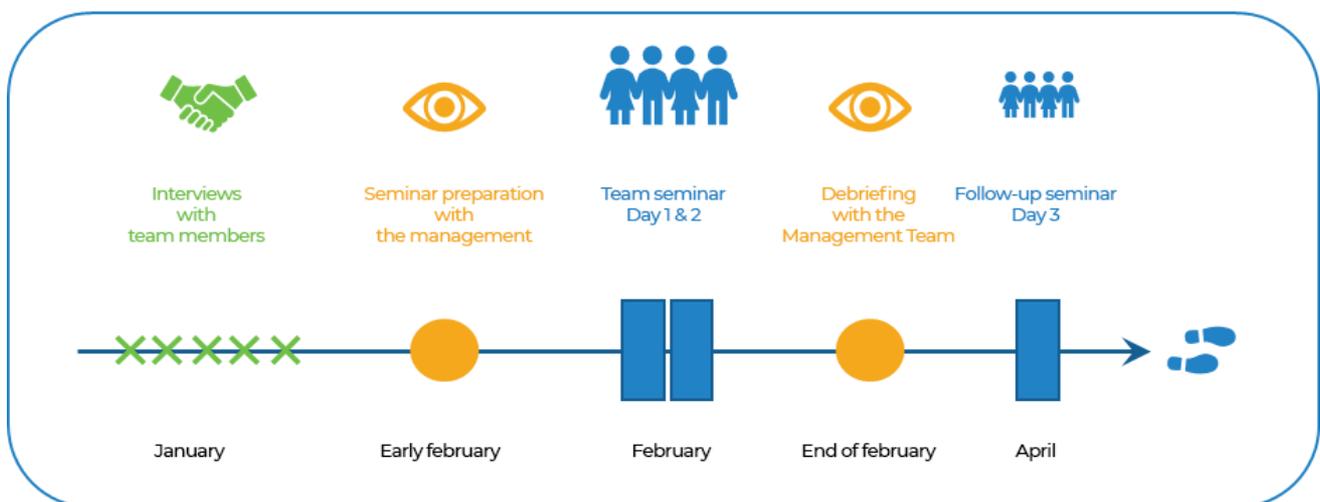
Etape 3 : Team Coaching Workshop

This workshop aims to create a dynamic of fulfilment and cohesion in the team. It is a seminar moment **co-constructed with the team and the management** through the preliminary stages. It is therefore tailor-made for each client.

Generally speaking, we suggest it to be first a moment of awareness for the team to understand its current way of working (through exercises and games). As a second step, the workshop is used as a time to collectively identify the main drivers for action.

At the end of the team coaching workshop, the team identifies one or two projects to change their current processes. Concrete actions and behaviours are identified as key factors for the team's performance.

Deployment of our intervention over time



OUR MODE OF INTERVENTION

In order to coach a company towards more cooperation, our team has to act as a model. In other words, our operation and deployment should be similar to what you would like to put in place in your company. For this reason, we suggest a "twin-coaching" system. We believe that it takes a team to coach a team and cover different angles of approach.

A clear separation

With this system, we allow the leaders and the team to share their challenges in the greatest confidentiality, avoiding games or manipulation. It can be difficult for team members to feel confident if they know that the facilitator is also the coach of their manager.

The tandem of coaches provides exemplarity, a key success factor

The first coach focuses on the leadership team and will accompany them throughout the process.

The second coach focuses on the entire team (including the leader(s)) and ensures that everyone takes his/her place within the team.

This way, strict confidentiality is guaranteed and allows the expression of fears, resistance and frustrations on both sides.

The two coaches show, on the one hand, that there is no struggle between them (symbol of the team and its boss) and, on the other hand, that they are both responsible in different ways for the success of the team and its leader.

Teamwork between the two coaches allows potential tensions or conflicts to be regulated in real time. Each party can express its difficulties, fears and resistance in a safe and neutral environment. The coaches can help the manager and his or her team to work on common challenges without impacting the relationship between the two parties.

In our approach we assume that when facing difficulties in the implementation of the project :

- the leader is able to individually deal with what belongs to him,

AND

- the team is able to collectively deal with what belongs to them.

The goal of this method is on one hand to ensure the leader feels guided and supported by a motivated and committed team. On the other hand, the method creates the conditions for a motivated and committed team in which each individual is fully taken into account.