



## **Team Coaching Package – sustainable growth and high performance**

Team development is not just a one day event. To achieve sustainable, high performance results an innovative model and systemic approach are needed. Our Team Coaching Package regards the team as a living entity with its own character, mood and strengths – it is a self-organising system of relationships and interacting influences which affect the performance and satisfaction of individuals and of the system as a whole. This is different to traditional models where a team is seen as a collection of individuals, focussing on repairing or enhancing the individual capabilities.

### **The four milestones of our Team Coaching Package:**

#### **Milestone 1; The Team Diagnostic Assessment**

Our Team Diagnostic Assessment is the starting point for our work together. 14 success factors related to productivity and positivity are measured in an online-questionnaire. The individual views of the team are aggregated into one big picture. The assessment report reveals how the team sees itself. Different evaluations are displayed graphically and are the foundation for creating the path to excellence. The Team Diagnostic Assessment is grounded in Positive Psychology, Emotional Intelligence, Appreciative Inquiry, Systems Theory and Team Research.

#### **Milestone 2: An interactive, experiential workshop**

The different layers of the results are reviewed, discussed and action steps set up. It focuses on

- Presentation and Analysis of the Team Diagnostic Assessment
- Experiential learning to understand the impact of the results and open new possibilities
- Creation of Action Plans with the next steps for the team development

High commitment to these actions and shared accountability for the outcome are achieved through this workshop.

#### **Milestone 3: 6 month period of ongoing work with the team**

Depending on the results of the assessment different interventions are possible, e.g. another workshop, team coaching, individual coaching or check-in phone calls. During this period the team applies the new skills, implements processes and transfers the learning into the work environment. The Coach accompanies the team on its way to High Positivity/High Productivity.

#### **Milestone 4: Post-Assessment**

The Team Diagnostic Assessment is done again. The results are presented and discussed in a workshop, strengthening the positive change and setting up the process for continuous development.

#### **Outcomes:**

- optimize the human dynamics within the team
- deal with conflict creatively
- foster innovation
- navigate change with agility
- develop strategies and structures leveraging team strengths
- create and execute concrete action plans
- ensure accountability