Tailored Team Growth

Does your team have potential to grow?
Is your VUCAH* environment tough?
Could your team benefit from tailored support?

What is it?

Team growth is about high performing teamwork.
It involves growing collective awareness and connections within your team, with stakeholders, and with the ecosystem, using a team coaching approach. It's about building team resilience to help navigate our VUCAH* environment.
It means working on how you work, think and learn together and reducing silos.
It involves realising the power of your collective capacity and capability, rather than focusing on individual expertise and delivery. The sum should be greater than individual parts.

Think of your team as a tree.
I'm like your personal gardener – nurturing your growth.
I provide just the right quantities of water, fertiliser and sunshine, at just the right time, all tailored to your specific environmental conditions. If you need it, I can be a stake to lean on too!

*VUCAH = volatile, unpredictable, complex, ambiguous, hyperconnected

Who is this for?

All teams wanting to grow.
Agile, virtual, new, or established teams all benefit.

What's the benefit?

Depending on your focus:
collaborative leadership, situational/adaptive leadership, managing change and uncertainty, better decision making, reduced silo's, conflict resolution, improved strategic thinking and problem solving, maximising strengths, stronger relationships with each other, staff and stakeholders, improved wellbeing and resilience, better value for stakeholders and more.

What clients say?

"It enabled us to have the conversations we need to have together, and ultimately helped us collaborate and better deliver what we need to deliver.
Alan, senior leader.

"It was a complete reengineer of how we operate as a team, as leaders, and as people, and it took consistent, continual investment. It was very challenging, but worth it.
Gary, senior executive.

How does it work?

EVERYTHING I do is tailored to your particular environment. We'll begin with a needs assessment - like a soil test. To understand what is working well and what needs attention. Depending on findings and resources available, we'll collaboratively design a growth programme that works for your team.

For example, we might run a series of half day team sessions over a 6 to 12-month period.
We'll experiment with tools and techniques, including building self and team-awareness, creating new habits, new ways of thinking and working, and most importantly embedding them in BAU.
We'll end by reflecting on progress made and identify further adjustments to work on post programme.

Teams are like trees



Successful teams grow like healthy trees.
Roots, trunk, branches and canopy each play different roles, yet all need to work together to help the tree grow, flourish and adapt to changing conditions.
Teams live in complex ecosystems too. Each has its own unique characteristics and microclimate, influencing – and being influenced by – everything around it.

Tailored Team Growth focuses on the whole tree – exploring what helps the team grow and flourish, how well different parts work together, and what needs nurturing, strengthening or attention.

It's a complex ecosystem, the approach is tailored to your team's unique needs and evolves as your team and context evolve.

What next?

Contact me for a no obligation chat about your team growth story.

SCAN ME

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