

# Team Coaching for Organisational Development

## For Academics and Training Schools

Walk in the shoes of a team, team leader, wider organisation, team coach and the coach's supervision and support networks, gaining insight from a real team coaching case study. A five-perspective view over three years provides unique depth of insight.

While in the shoes of a new team sitting in the centre of a VUCA\* environment, the trade-off between doing work and investing in how they work together does not sit well with them at first. Over time, they embrace High Performing Team growth, building individual and collective resilience to survive continuous VUCA\* hits.

In the shoes of the organisation, staff and other stakeholders highlight the impact of increased collaboration, delegation and enablement, resulting in higher staff engagement, better delivery and improved perception of team value. Feedback from the organisation also highlighted that more input from some parts of the organisation, along with better change management, would have further enhanced the investment.

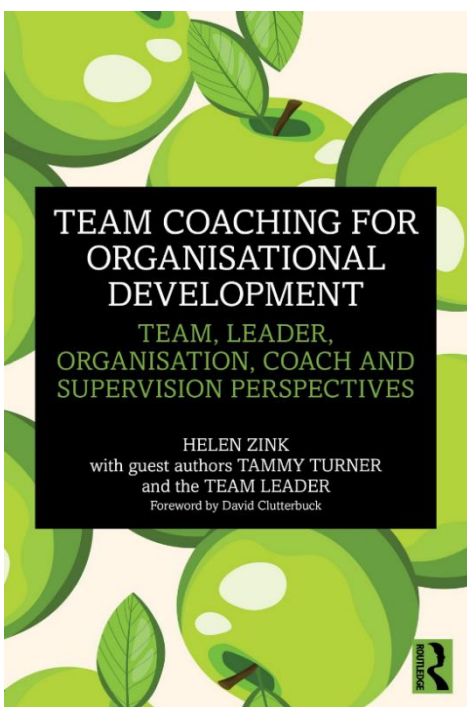
This book highlights both successes and challenges, with plenty of insight for all students of Coaching, Team Coaching, Leadership, Human Resources, Consulting and Change Management.

Are you teaching...

Coaches, Team Coaches,  
Leaders, HR Professionals,  
Consultants &/or Change  
Managers?

Would real life application  
enhance their learning?

\*VUCA = volatile,  
unpredictable, complex,  
ambiguous



### A few insights you might appreciate

- Team coaching and development builds team and individual resilience, which facilitates more team development. The team found it was a reinforcing cycle that enabled them to manage their VUCA\* environment for the benefit of all stakeholders.
- As the leader and team developed and stepped up, capability gaps in managers reporting to them were exposed. A holistic approach is suggested, with gaps managed actively as they emerge.
- The benefits of team coaching and development are not limited to the team. This case highlights a positive ripple effect across the entire organisation, and staff and external stakeholders benefitted too.
- The coach is part of the system and both impacts and is impacted by it. For more, see the book!



“A fascinating story that shows how team coaching, not only transforms the teams relationship to itself, but impacts the wider organisation and their stakeholders. The reader looks at the work through many different perspectives. A great addition to team coaching literature.”

Prof  
Peter Hawkins

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