Systemic Team Coaching

Know your team can do better?
Tried traditional team development but change didn't stick?
Ready to try something different?



What clients say?

> Our organisation and relationships transformed. We're investing in our legacy, our business and each other. It's a different experience because it's ongoing, we're held accountable and have worked hard to deepen our relationships and trust.

Jackie, partner consulting firm.

What's the benefit?

The benefits you achieve depend on you – what the team wants to work on, what emerges along the way, and how much energy is invested in embedding insight and learning into BAU.
There are added benefits – due to the systemic nature of the work, impacts will be wider than within the team itself. New ways of thinking and working will ripple across stakeholders and the wider organisation.

How does it work?

EVERYTHING I do is tailored to your particular environment. We'll begin with a needs assessment – like soil test – to understand what's working well, what will benefit from attention and what might be getting in the way.

From there, we'll co-create an approach that evolves as the work unfolds. This might include a series of team coaching sessions, leadership team development, one-to-one coaching, stakeholder engagement and practical experiments between sessions. Different layers of intervention may emerge as we go, shaped by learning loops we create along the way.

We'll likely use a High Performing Team framework, like Clutterbuck's PERILL, to inform our work and track progress and change.

There is no real endpoint. The aim is to embed ongoing learning loops into the team's everyday practice. So, when I step away, continuous learning, reflection and adaptation has become part of how the team works.

What is it?

Traditional team development programmes follow a structured path, with defined outcomes and steps to achieve specific goals.

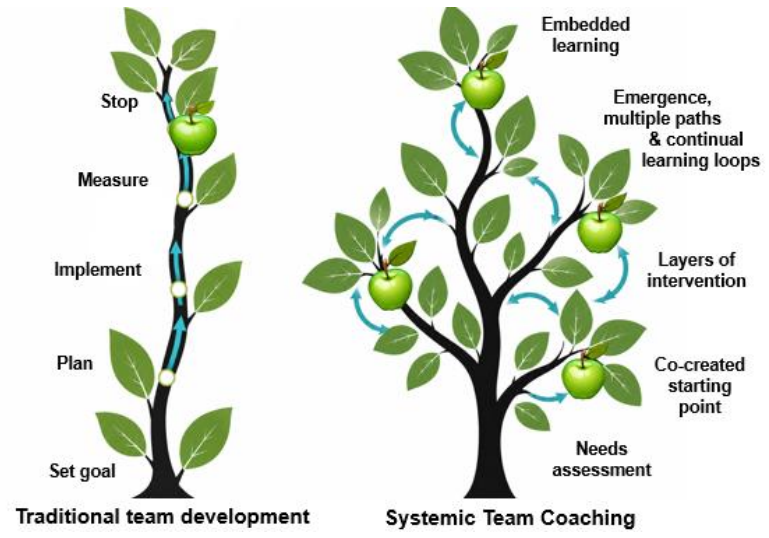
Systemic Team Coaching is different. Like growth itself, it doesn't follow a straight line. The work evolves over time, shaped by the team's needs and experiences, the changing environment in which they operate and opportunities as they emerge. It creates a safe space for different perspectives, experimentation and learning – allowing new ways of working to take root and grow.

Because the process is co-created, the team also has greater ownership of the journey. This means insights and new ways of working stick!

Working with emergence can feel uncomfortable - that slight discomfort is where real lasting growth happens! Trust the process!

Who is this for?

Any team ready to try something different. Agile, virtual, new, or established teams all benefit.



SCAN ME

What next?

Contact me for a no obligation chat about your team trying something new.

helen zink