

Team Coaching in Action!

8 December 2021

Helen Zink
with special guests Tammy Turner
& the Team Leader



Team coaching

What makes it more challenging than one:one coaching?

What are at the rewards, common traps, and emotions involved?

In action

What does team coaching feel like in action?

Through the lens of a real case study.

Supervision perspective

Supervision insight on this case.

Global trends in team coaching supervision.

“Teams are a crucial part of working life, and they can also be a source of challenges, frustrations and opportunities.”



One:one coaching



**“The art of facilitating the development,
learning and performance of another”**

Systemic team coaching



Systemic team coaching

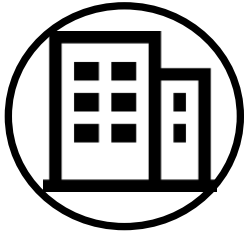


“Process that enables an organised group of people the opportunity to experience how to learn together through honest dialogue and consistent reflection to enhance themselves and the system”

The case

The team journey





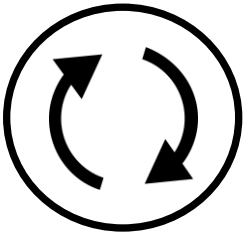
The organisation

Hierarchical
Top down leadership
Siloed



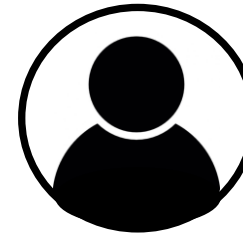
The team

Newly created following restructure
All new to new roles
Varying degrees of leadership experience
Varying levels of technical experience



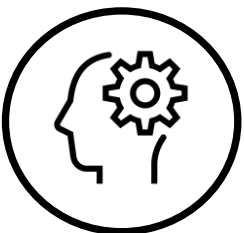
The team context

A lot of system & process change at the same time
Heavy recruitment activity following restructure
Delivery issues
Reputation with stakeholders poor
Little focus on staff development



The leader

In role 4 years
Technical expert
Top down style & hands on
Committed to investing in team development



The team development approach

Goal = High Performing Team
Team development plan created by coach
Monthly team development days & day-to-day interaction
Mixture of interventions – facilitation, teaching, team coaching



The team coach

New role and new to organisation
Role not well defined “an experiment”
Part of the team being coached
Many other aspects to role as well
At start of team coaching career
Team coaching training underway
Regular supervision

Good

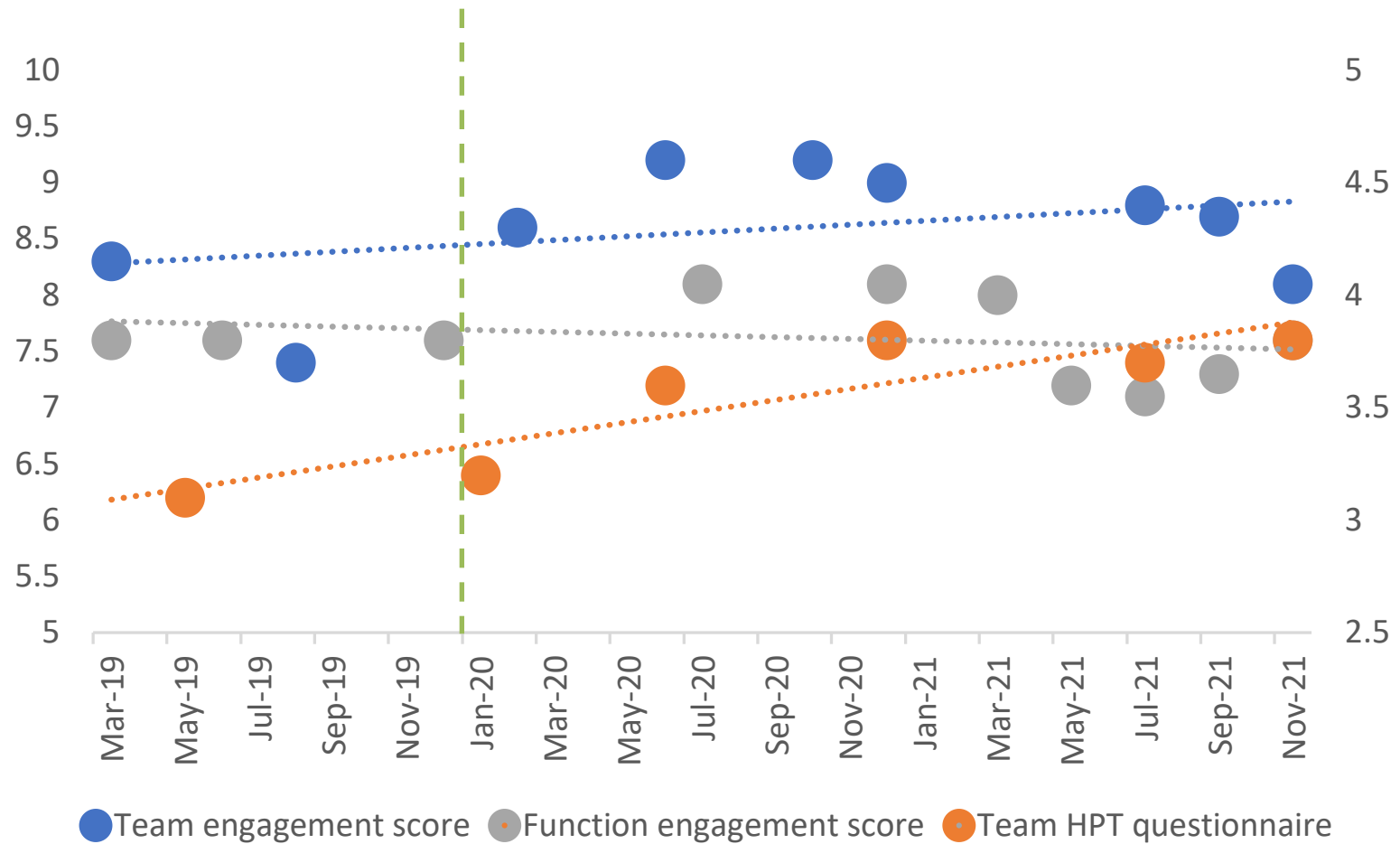
What are some
of the good
aspects of
this case ?

Challenging

What could
some of the
challenges
be?

Outcome

Tangible measures – KPI's



Learning

Good

First hand understanding of system

Good judgement with interventions

High levels of trust

“Stickability”

Align leader

Role model

Challenging

Role clarity

Leadership vacuum trap

Dual role

Mitigation
Contracting



Unexpected

Leader not expecting to change

Team members not regulating each other

Unclear roles

Coach responsible for development

Mitigation
Supervision



Reflections of coach



Challenges

Client is the team

Coach is part of the system

Complex &
ambiguous

Relationships

Responsibility

Rewards

Huge!

Bigger impact

Learn a lot

Better one:one coach &
consultant

Emotions

It's hard

Can be lonely

Highs & lows



Team coaching core standards
Selfcare & resilience

Supervision

Supervision

“Professional supervision is a reflective learning environment where the supervisor is hired by the supervisee and is specifically qualified to look at the **entire system** in which the work is being undertaken. Although the reflective space is co-created, the professional supervisor is purposefully **of service to the supervisee and their clients and the wider system.**

What is significant is that the supervisor’s intention is to develop the practitioner’s competence, capability and capacity to become a **reflective practitioner of their own work**”



Supervision – this case



Roles



Energy system



Supervision trends

Developing profession

Team coaching & professional standards

Reflective practice

Peer supervision & community of practice

Roles

Role clarity and contracting

Facilitation versus coaching

When and why important

Co-coaching

Partnering with other coaches

Stakeholders

Working with multiple stakeholders in the system at the same time



The Team Coaching Casebook

David Clutterbuck,
Tammy Turner
and Colm Murphy



Explores the breadth of approaches available throughout a team coaching engagement narrated through case studies and editorial commentary. Includes 23 cases from across the globe.

**Available from
22 December 2021**

Amazon UK:
www.amazon.co.uk/Team-Coaching-Casebook

McGraw-Hill:
www.mheducation.co.uk/the-team-coaching-casebook

Virtual Team Coaching Training

Aims to ensure competency and confidence in extending coaching approaches to helping teams become more effective and develop the capability to coach themselves.

The context is teams in the workplace, with particular emphasis on executive teams and project teams, although the tools, techniques and theory also apply to other forms of team.



PROGRAM INFORMATION

Begins 23 FEBRUARY

WEDNESDAYS:

23rd February,
9th & 23rd March
6th April
11 & 25th May
8th June

4PM – 7PM (Sydney time - AEDT)

ICF EARLY BIRD RATE*

AUD \$3,432 inc GST – Australian residents

USD\$3,120* no GST – Non-Australian residents

*Expires 14th January 2022



FURTHER INFORMATION

hello@turner.international - <https://www.turner.international/practitioner>

Contact



ACC, MSc, MBA, BMS (hons), CA

**growth cultivator | leadership coach | team coach
consultant | director | author | speaker**

grow to be limited

helen@growtobe.co.nz

+64 21 555456

www.growtobe.co.nz

All 10 video's relating to this case

www.growtobe.co.nz/resources



hello@turner.international

+61 02 9121 6288

www.turner.international

Team coaching training and
supervision information