

Team Coaching for Organisational Development

For Coach Supervisors

Walk in the shoes of a team, team leader, 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 relatively new team coach, issues with role clarity and system resistance to change emerged quickly. Role boundaries were confused and her energy depleted. Hear what she learnt from the engagement and how increased self-awareness, formal contracting, and strict role boundaries enabled her to achieve. The coach reflects that she learnt just as much from the experience as the team and leader.

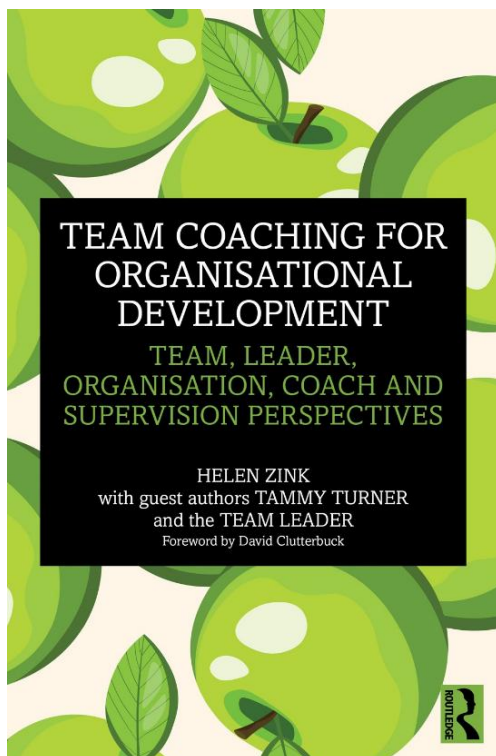
In the shoes of the supervisor and the coach's other support networks, experience their thoughts on role boundaries, parallel processing, coach-client transference and counter transference, drama triangles, effective contracting, the impact of personal systems and resilience, ethics and coach energy management. Hear about their roles in the system and the impact they have on the client team via the coach.

This book highlights both successes and challenges, with plenty of insight for all coach and team coach supervisors.

*VUCA = volatile, unpredictable, complex, ambiguous

Are you...

**Supervising
Coaches & Team Coaches
Working with clients going
through change?
Or dealing with a VUCA*
environment?**



A few insights you might appreciate

- The coach is part of the system and both impacts and is impacted by it.
- Both one-to-one and group supervision have their place and are beneficial.
- Everyone involved in supervision is part of the system too - via the coach, and everyone involved in group team-coaching supervision benefits from the experience.
- Increased competence, capability and capacity comes with practice and support.
- Creatively designing tools for reflective practice can be fun and rewarding.
- Coaches should tap into all support networks they have, professional and personal, for emotional support. For more, see the book!



A coach's supervision and less formal support experiences help inform and shape how they develop, the approaches and methodologies they use their preferences, and ultimately who they are as a coach. This is particularly relevant in early stages of their career.
**Tammy Turner
Team Coach
Supervisor**

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