

Team Coaching for Organisational Development

For HR Professionals, Change Managers & Consultants

Are you...

**Supporting
Teams & Leaders
Going through change?
Or operating in a VUCA*
environment?**

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.

While in the shoes of the team and leader, you will resonate with the pain they experienced in a highly VUCA* environment. In that context, investing in team development, and the trade-off with delivering work did not resonate at first. Yet over time, both the team and leader could see value, fully embracing their High Performing Team and collaborative leadership journey. They also experienced an increase in individual and team resilience, and grew team maturity.

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 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.

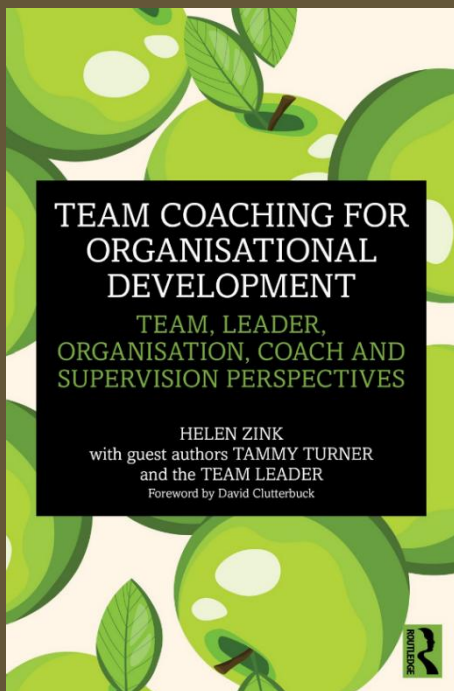
This book highlights both successes and challenges, with plenty of insight for HR Professionals, Change Managers and Consultants who partner with teams and leaders in a changing and uncertain world.

*VUCA = volatile, unpredictable, complex, ambiguous

A few insights you might appreciate

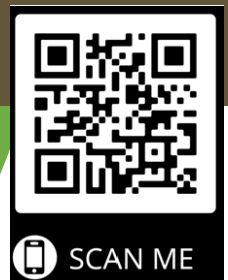
- Involve all stakeholder groups at the very beginning of the journey and throughout. Seeking their input ensures their needs are incorporated and increases their understanding, empathy and advocacy.
- Support the team and leader to create their own models and frameworks. This increases buy-in and recognises the unique characteristics of their environment and circumstances.
- 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 actively managed as they emerge.
- The benefits of team coaching and development in this case were not limited to the team. There was a positive ripple effect across the entire organisation, and staff and external stakeholders benefitted as well.

For more, see the book!



I wonder how different outcomes would have been if we had been directly involved right at the beginning and throughout. We will never know the answer to that, but going forward, I am much more conscious of the need for stakeholder involvement in change processes like this.

**Sally, executive team member
& key stakeholder**



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