

Team Coaching

Team coaching is an increasingly prominent component of the people development strategies of organisations across the UK. More and more organisations are recognising that their challenges *cannot be faced by focusing purely on individual performance* - effective teamwork is essential for the delivery of change, high performance and collaboration.

This means that organisations need to develop their own internal teams, and independent team coaches are better serviced by an external provider.



Increasingly teams are seen as the engines of organisational performance with much resting on how well they work together. All this is in a context of either unparalleled economic competition in the private sector, or in the face of enormous governmental/social pressure to perform in the public sector.

In the past much team development has been focused on one-off interventions. These have their uses, but there is often a fast tailing off of the benefits of such activity.

Team Coaching is a structured yet flexible intervention designed to improve team performance over a defined period of time, as opposed to a one-off exercise. The aim is to equip the team with the awareness, knowledge and skills that will allow them to monitor and improve performance themselves long term.

Recognising that high calibre team coaches (internal and independent) will be in increasing demand, to address the needs of a market where 95% of organisations have plans to introduce team coaching in the next three years ([Ridler Report 2013](#))

Key benefits include:

- the team develops themselves as a 'learning team'
- have their thinking and 'ways of being' in the team challenged and expanded through working together more effectively
- feeling part of working in a safe environment in discussing issues with others, being comfortable working with each other's emotions and feelings, and being able to raise 'here and now' awareness
- building mutual respect across team to strengthen relationships
- creating a reflective space for members to really hear each other, reflect, and to not simply rush to action

"We are developing internal team coaching resource as part of our developing Coaching Academy. We see team coaching as a critical component in helping us to develop a coaching culture across the Trust which will help us to better develop, engage, motivate and care for our staff to deliver better patient care. It will support us to consistently have a "culture of caring" which both our staff and patients will benefit from"
- Rita Evans, Assistant Director – Organisational Development and Learning, Stockport NHS Foundation Trust

What I provide

Active support to the nominated team coach (or can act as the team coach if needed) to review how effectively the team are performing, communicating, and taking responsibility for their collective contribution. I advocate taking a systemic view to engage widely with other functions and stakeholders.

I adopt the model developed by Prof Peter Hawkins in 'Team Coaching in Practice':

Commissioning – includes a clear briefing on the purpose of the team, success criteria, information and support, from key stakeholders

Clarifying – includes team's collective endeavour, compelling challenge, mission, team charter, levels of ownership, goals, protocols, expectations, etc.

Co-creating – includes both creative and generative working together, noticing successful and less effective functions, processes and behaviours.

Connecting – includes communicating what the team is doing, raising its profile & reputation; discovering what is happening internally/externally; partnering with others to deliver high value.

Core learning – includes frequent reviews of learning occurring both individually and within the team, team development, and real-time feedback.

I can also provide coaching supervision to the team coach to ensure a consistent, values-driven and ethical stance is taken.

For support with your team issues please contact me via:

I email: peter@peterwelchcoaching.co.uk

I website: <http://www.peterwelchcoaching.co.uk>

I direct line: 01892 853300; mobile: 0797 333 0698

Providing executive coaching, coaching supervision, team coaching to organisations and individuals