



Team Coaching

A Coaching Intervention for Intact Work Teams to Build Capability and Accelerate Performance

What is Team Coaching?

Team coaching is for intact business teams who have to deliver business results, which are core to the strategy. Usually, there is a challenge around speed to market, challenging timelines, complex project deliverables or simply grow at a faster rate than the competition, which necessitates the need for a coaching intervention.

Why invest in Coaching?

As in sports, individual heroes don't make a team. It's the collective intelligence of the team and the ability to tap into each other's strengths and support each other when it matters the most is what makes the biggest difference. Coaching accelerates the process of teaming, reduces barriers, improves teamwork, and significantly enhances the probability of success.

How can we help?

We work with you by first understanding your business context, mapping key outcomes and then create a roadmap to help you achieve your goals. The team development plan is dovetailed with performance goals and objectives for the year which aims to build capability and drive business performance.

How do we work?

We study the business context, interview key stakeholders, and facilitate a discovery session with team to co-create the vision and roadmap ahead. At times, we also conduct a team climate survey or use behavioral assessments to better understand individuals and team as a whole. Using a team effectiveness model we create a lens to help teams build new competencies, better appreciate each other's strengths and collaborate to achieve greater results as one cohesive team.



**Human
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Developing People, Accelerating Performance



Partnering for Success

The executives, the coach, and key stakeholders in the organization collaborate to create a partnership based on agreed-upon ground rules, time frames, and specific goals and measures of success.

Coaching Process

Engagement & Contracting

This part is essentially about establishing rapport and clarifying the norms and rules for the engagement.

Assessment & Feedback

A number of possibilities are available. Often we suggest a series of assessments to provide a mirror or feedback or work with organizational data and supplement wherever required with:

- Psychometric tools e.g. Hogan, Saville Wave, and MBTI
- Emotional Intelligence
- 360° multi rater feedback
- Team climate survey
- Organisational Data (performance history, stakeholder feedback)

Creating the Agenda

Potential themes generally include:

- Accelerating project milestones & key deliverables
- Achieving business goals & objectives
- Implementation of business strategy
- Accelerating business performance

Benefits of Coaching

- Greater sensitivity towards self & others
- Open, transparent and authentic communication
- Improved interpersonal relationships
- Reduced conflict and improved collaboration
- Increased agility and speed of execution

Need more information?

To discuss how this program can help you achieve your goals:

Call: + 91 99 200 52172 or mailus@human-network.in

About Us

Human Network is a leading edge leadership and talent development consulting firm. Our core areas of expertise include Leadership development, Executive Coaching and Custom interventions designed to build critical competencies for success and accelerate performance.

To learn more about how we can partner with you to build the right capability building architecture to drive performance, log on: www.human-network.in