



## TEAM COACHING

### Overview

Authentic teams are genuinely dedicated to their purpose, goals, and strategy. High performance team members are also committed to one another. They understand that the wisdom of their team comes from a focus on work products, personal development, and performance outcomes. High performance teams focus on the basics: skills, accountability and commitment.

Team Coaching is a structured process for improving collaboration and performance around critical measures for the team members. This process can be used to resolve interpersonal conflicts within a team and gain commitment around the team's role in change initiatives as well as executing strategy tied to business outcomes.

### Audience

Teams working toward building and enhancing their skills, accountability and commitment in order to meet organizational objectives.

Leaders and their teams who want to better align their leadership practices with their business strategies and outcomes.

- Sales teams
- Cross-functional teams
- Leadership teams
- Executive teams

### Process

The team coaching process includes defining the team's challenges, setting expectations for team alignment, determining methods for measurement, and preparing action plans with timelines. A team assessment is conducted by gathering data on the individual team members and the team as a unit using various tools. The tools may include a 360 degree interview evaluation, a 360 instrument evaluation, personality and culture inventories, as well as a change assessment.

### Positive Outcomes

- Improved bottom-line profitability
- Clarification of roles and responsibilities
- Sustained contributions to team productivity
- Enhanced interactions amongst the team members
- Alignment of individual and team performance with organizational goals

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