

Team Coaching

If you could infuse your team with something, what would you choose?

Trust? Efficiency? Collaboration? Team coaching is one way for groups to move from good to great or from stuck to engaged. The magic happens when the team decides together what kind of infusion they'll make.

What is team coaching?

Team coaching is an interactive process that builds awareness and motivates action by:

- Engaging People
- Clarifying Vision
- Understanding Strengths
- Setting Goals
- Shifting Communication
- Creating Accountability

The process of coaching creates the ground conditions for your team to THRIVE. We hold up a mirror so that your team sees itself, both what's working and what isn't. This helps the team identify strengths and pain points, prioritize meaningful goals, and habituate new skills that improve team productivity and positivity.

What kind of groups benefit most from coaching?

Teams with specific challenges and opportunities find coaching especially useful, for example:

- An established project team launching a new product.
- A productive management team with low morale.
- An optimistic cross-functional team with low productivity.
- A board of directors with new leadership.

Our interactive approach to training invites the client to engage. Participation and motivation are critical to making learning relevant. We use a coach approach in training that includes tapping into the wisdom of the group, sharing practical tips and challenging the clients to apply what they learn.



The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime.

Babe Ruth

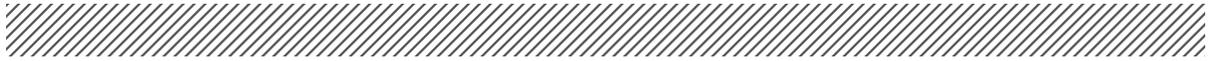


Outcome

Coaches support the team as they identify and practice behaviors that improve communication, build trust, nurture creativity and support calculated risks. Team members learn to shift perspective from *individual* thinking, "I don't

trust him" or "she's funny" to *collective* thinking, "this team lacks trust" or "this team has humor". Teams often design procedures for productive conflict, collaborating amid chaos, and holding each other accountable.

Logistics



Customized to fit each team's objectives and schedule, a typical engagement includes:

- Pre-coaching team diagnostic to help determine focus
- Eight 90 minute team coaching sessions
- Follow-up emails to lock in the learning and deliver tools
- Mid-point survey to track progress and confirm engagement
- Post-coaching team diagnostic to measure outcomes

How We Work



What is considered optimal performance is unique to each team, so we tailor our program to meet your needs. However, there are recognized principles and best practices foundational to high-functioning teams. As ICF credentialed coaches, we use coaching techniques taught by the Center for Right Relationship's ORSC (Organizational and Relationship Systems Coaching), Team

Coaching International and the Coaches Training Institute. We also leverage tools and theories including Appreciative Inquiry (David Cooperrider & Diana Whitney), the SCARF model (David Rock), high-functioning teams (Patrick Lencioni), the learning organization (Peter Senge), positivity research (Barbara Fredrickson), and relationship research (John Gottman.)

About Halo Partners LLC



At Halo Partners LLC, we work with leaders, teams and organizations to develop the potential in your people, increase your impact, build your brand, and create success. We have assembled a large collaborative team that can engage with you to develop your people at multiple levels. We offer all levels of coaching (1:1, team, leadership) as well as workshops and train-the-trainer programs. If you need to

scale up, we have experienced ICF-certified coaches on board. If you need other realms of expertise, we have collaborative partners to serve your needs.

For more information, go to www.halopartnersllc.com or email info@halopartnersllc.com.

