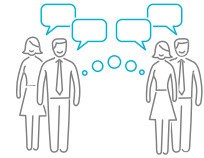


TEAM COACHING

Boost your team's performance



WHO IS IT FOR?

Team coaching is especially powerful in change management, for management teams, project teams, and multi-disciplinary or multi-cultural teams.

FOR WHAT PURPOSE?

It is first and foremost a matter of supporting a team over several months with the ultimate aim of:

- › helping them to optimise processes and methods for working as a team in order to share information, decisions and action
- › developing maturity by speeding up development
- › improving team performance over time by measuring progress made and results obtained

In this sense, team coaching differs greatly from team building and team development.

HOW DOES IT WORK?

● Choosing your coaches

You will choose your coach among those offered to you during an initial introductory session. It's the 'chemistry' meeting.

● Setting up the contract

On this occasion, you will decide jointly on: the objectives for the coaching and the indicators associated with each objective.

A tripartite coaching contract will be drafted further to this session.

● The coaching sessions

Generally speaking, team coaching will take place over a period of time lasting 6 to 18 months.

Coaching sessions will typically be scheduled at a pace of two days every six to seven weeks, interspersed with occasional workshops.

● The closure meeting

A tripartite post-coaching debriefing session takes place further to the coaching.

WHAT IS TEAM COACHING?

Coaching a person, a team, or an organization means accompanying the individual or group of individuals such that they find by themselves the answers to questions they ask or to problems they encounter.

The coach acts as a catalyst. They accompany the coached individual, without for that matter being an interventionist. They are distinguished in this respect from the consultant who offers advice and solutions. They also differ from the therapist, who is more focused on the study of causes.