

Team Coaching for Organisational Development

For Leaders & Teams

Walk in the shoes of a team, team leader, organisation, team coach and the coach's supervision and support networks, gaining insight from a real team coaching case study.

While in the shoes of an experienced senior leader, you will feel initial resistance to change his style shift to the active application of a bespoke leadership model. The leader reflects that his move to a more collaborative, delegative and enabling style, was the most significant period of development in his professional and personal life.

In the shoes of a new team within a highly VUCA* environment, the trade-off between *doing* work and investing in *how* they work together did not sit well at first.

Over time, they embrace High Performing Team growth, building collective resilience enabling them to survive continual VUCA* hits. They also win the respect of staff and other stakeholders, resulting in higher staff engagement scores, better delivery of outcomes and increased stakeholder value.

This book highlights both successes and challenges, with plenty of insight for leaders and teams experiencing VUCA*.



Are you...

A new Team?

A new Leader?

In a new role?

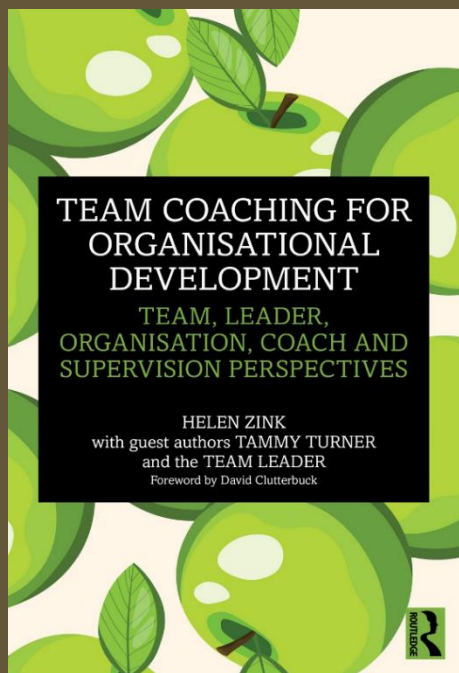
Going through change?

Dealing with a VUCA* environment?

*VUCA = volatile, unpredictable, complex, ambiguous

A few insights you might appreciate

- A shift from delivery focus to an EQ-based approach is the best way to deal with volatility and change, and stakeholders love it too! Team and individual coaching helped the team design and embed a bespoke EQ approach that worked for them in their environment.
- Team coaching and development builds team and individual resilience, which facilitates more team development. The team found it was a reinforcing cycle that enabled them to manage their VUCA environment for the benefit of all stakeholders.
- The team openly spoke about the leadership style they needed as a collective and worked with the leader on ways to support him to change his style.
- As the leader and team developed and stepped up, capability gaps in managers reporting to them were exposed. A holistic approach is suggested, with gaps managed actively as they emerge.
- The benefits of team coaching and development are not limited to the team. This case highlights a positive ripple effect across the entire organisation, and staff and external stakeholders benefitted as well. For more, see the book!



While on the journey, do not fixate on the outcome you visualised at the beginning. Instead, trust the process. You will find that outcomes have emerged from the system, developed organically, and differ from your original vision.

These outcomes may in fact be greater than what you anticipated at the start.

Michael, Team Leader

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