

Team Coaching for Organisational Development

For Coaches and Team Coaches

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. A five-perspective view over three years provides unique depth of insight.

While in the shoes of a relatively new team coach, issues with role clarity and system resistance to change emerged quickly. Role boundaries were confused and her energy depleted. Hear what she learnt from the engagement and how increased self-awareness, formal contracting, and strict role boundaries enabled her to achieve.

In the shoes of the team and leader, the pain experienced in a VUCA* environment was evident.

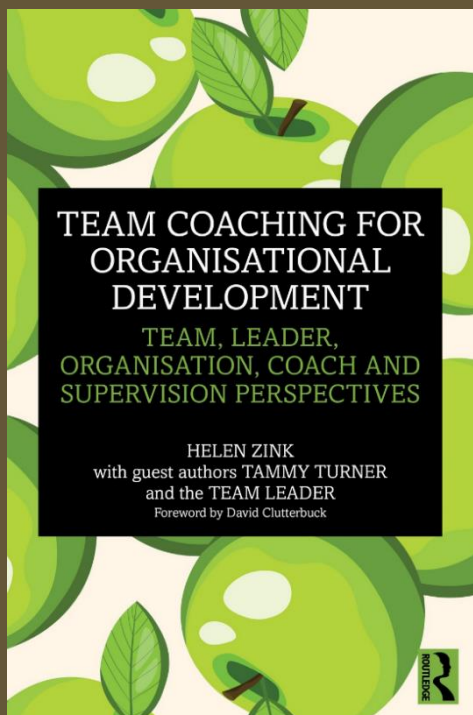
Hear what worked for them and what did not. Understand how their initial resistance to invest in development shifted, moving them towards their High Performing Team and collaborative leadership goals.

Are you...

**Coaching
teams & leaders
going through change?
Or dealing with a VUCA*
environment?**

This book highlights both successes and challenges, with plenty of insight for coaches and team coaches who partner with teams and leaders in a changing and VUCA* world.

*VUCA = volatile, unpredictable, complex, ambiguous



A few insights you might appreciate

- Support the team and leader to create their own models and frameworks. This increases buy-in and recognises the unique characteristics of their environment and circumstances.
- There are advantages and disadvantages of an internal coach versus an external coach – it is not clear cut.
- A coach is part of the system, and this has pros and cons – use pros to your advantage.
- Contract and continually re-contract expectations and roles with the team, leader, co-coach, HR, and other relevant stakeholders in the system. Role clarity is critical.
- “Teach the team to fish” rather than fish for them.
- Coach self-awareness and self-care is critical – continually check if “fit for purpose”.
- Being a team coach means more than professional development; it involves continual personal development too. It is hard work but extremely rewarding.

For more, see the book!



As I embarked on this journey, I assumed the team would benefit and I would gain experience too. I had no concept of the significant and life-changing experience I would go through. I am stronger, and more confident now than before.
**Helen Zink
Team Coach**

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