

Waves of Team Coaching ©

How to leverage waves and create even more positive impact across organisations

There is growing evidence that work with one team impacts other teams and other stakeholders.

How can these benefits be maximised?

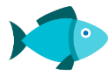
How can as many waves as possible be generated and roll through organisations?

Create ripples in teams



Involve stakeholders

Encourage wide feedback.
Bring stakeholders into team sessions.
Build partnerships and encourage stakeholder advocacy.



Micro-coaching moments

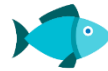
Bring team coaching to life within BAU.
Short check-ins between sessions.
Peer coaching between members.
Support leaders to take “leader as coach” role.



Psychological safety

Role model vulnerability and honesty.
Contract and re-contract.
Bring team norms to life in BAU – find ways team members can hold each other to account.

Create tsunamis across organisations



Leverage the system

Work with stakeholders all the way through the engagement.



Strategically choose teams

That will generate the most waves – highly influential teams, or have many touch points.
Teams of teams – work with multiple teams at the same time, connecting work between them.






Use team coaching as a strategic OD and change tool

To embed structure and system changes.
Bring strategy to life.
Improve efficiency.
Change culture, increase engagement and wellbeing.

The source of waves

This wave concept came about by combining two completely independent research projects, conducted on opposite sides of the world. In both cases, empirical results were collected, along with verbal feedback and reflection from multiple stakeholders and multiple different perspectives.

In both pieces of research, it was found that waves of team coaching were formed through:

-  Growth in individual and collective self-awareness within the team – use of diagnostics, observation and feedback.
-  The influence of team coaches, using themselves as a tool of change – role modelling, creating space, and encouraging micro-coaching moments to keep the team on track.
-  Building relationships between team members and other stakeholders – spending time together and having quality conversations.

Experience the ride

“Leadership was shared more, and we saw more of team members. It was very constructive and improved their deliverables to us. This helped us do our jobs better.”
Susan, C-suite and key stakeholder

“Our team coaching work played a big part in the team surviving both professionally and personally as environmental factors hit us hard.”
Michael, team leader.

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