

COACHING TEAMS

"LIKE A DANCE - EVERYONE NEEDS TO KNOW THE STEPS" EXPLORING...

SYSTEMIC APPROACH

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TEAMS

DAVID CLUTTERBUCK
CIPD NAP JUNE 2015

BUILDING THEIR SKILLS TO SELF SOLVE IN THE FUTURE

IDENTIFY + TACKLE BARRIERS TO PERFORMANCE

BUILD TEAM LEARNING PLAN

CORE TO ALL BUSINESS

BUT!

RARELY MEET

POTENTIAL

- NOT REALLY TEAMS
- DON'T EVOLVE SYSTEMICALLY
- FAIL TO OPTIMISE POTENTIAL FOR COLLABORATIVE ENDEAVOUR

DEFINITION HIGH PERFORMING TEAM

What responsibility do we have to each other?

BEST SIZE FOR A TEAM

RELAYED + ALERT

"SOCIAL LOAFING"

Experiment France 19th

SMALL TEAMS ARE MORE EFFECTIVE

ENGAGED + PURPOSEFUL

FREE TO BE HONEST WITH SELF + OTHER

6 CONDITIONS FOR HIGH PERF TEAM

- 1 REAL TEAM
- 2 COMPELLING DR
- 3 RIGHT PEOPLE
- 4 SOLID T STRUCTURE
- 5 SUPPORTIVE ORG
- 6 COMPETENT TEAM COACHING

Develop better techniques to discuss difficult topics

WHAT WOULD YOU LIKE TO DO ABOUT IT?

HIGHLIGHT THE IMPACT OF DIFFERENT SPEEDS - SEPARATE THE TWO TEAMS THEN BRING TOGETHER

NEEDS TO LEARN HOW TO BE COACHED

REAL TEAM

- WHAT CAN DO TOGETHER THAT WE CAN'T DO IND
- WHAT NEED/WANT TO ACHIEVE REQUIRES US TO BE MORE THAN SUM OF PARTS
- WHAT IS THE NATURE OF OUR INTERDEPENDENCES

PETER HAWKINS

EXERCISE * TEAM CONFERENCES *

1. Role self
2. Role team collectively
3. Add up + Average + link
4. Compare
5. Where is the biggest gap?

DEFINITION TEAM COACHING

"HELPING A TEAM IT'S PERFORMANCE IN A WAY THAT'S USEFUL TO THEM"

David Clutterbuck

TEAM VS INDIVIDUAL COACHING

CONFIDENTIALITY

RELEVANCE TO ENTIRE TEAM

DECISIONS

reaching them/pace + quality