



# Team Coaching

Team coaching is one of the best choices you have to develop the performance of any team. At DISCOVERY we work with a variety of approaches to team development:

- Team meeting facilitation, e.g. for large groups, conferences or cross-functional meetings;
- Workshops to address specific situations, problems or conflicts, e.g. kick off meetings in project teams;
- Transition meetings to introduce a new leader and start a new era; and finally,
- Team coaching, a long term engagement to increase team performance decisively.

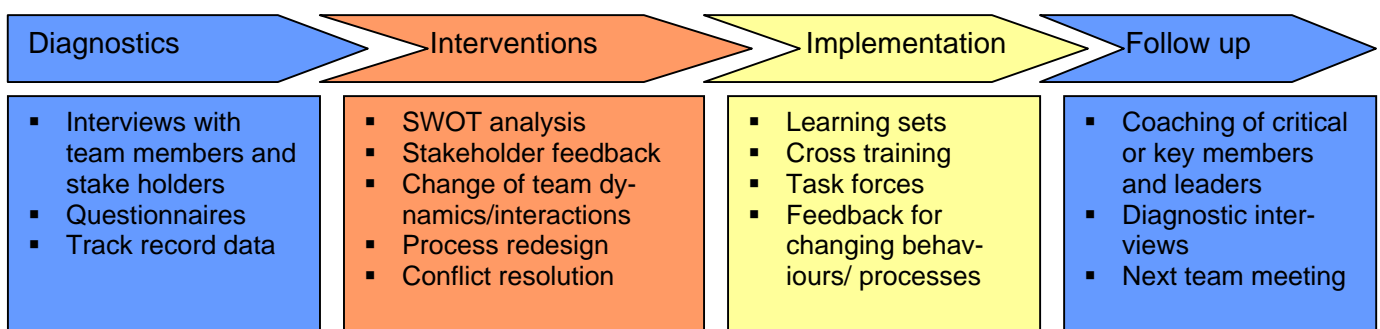
What can you achieve with team coaching?

We believe only with team coaching a team can reliably transform its performance to a sustainable higher level. Why?

1. Like all coaching approaches it focuses on those elements that are mission critical for quickly improving the quality of team work.
2. Coaching uses the team members' own capabilities to change, adapt or strengthen decisive elements of team processes; be it spreading knowledge more broadly, focusing on specific communication loops within the team or with stakeholders of the team, addressing hidden conflicts etc. A remedy applied by team members works better and longer than most outside advice. A conflict resolved by the key individuals of the team not only clears this situation but serves as a good reference for similar situations in the future.
3. Coaching requires a long term engagement, say twelve months, enabling the coach to dig beneath the surface to understand team dynamics that are kept in the shadow, are taboos or even beyond conscious awareness of the team. Furthermore, the coach is an authority in the team setting beside the team leaders. The relationships evolving among coach, team leaders and team members are another insightful source to understand the subtle performance dynamics of the team.

Both ingredients, the long term contract and the relationship experience empower team coaching to address the gene pool, the inner workings of a team. Any change taking place on this level tends to have far reaching and sustainable effects.

A long term team coaching contract with DISCOVERY would include steps like these:



For an informal discussion about your possibilities to develop your team's performance please contact [gerd.hofielen\(at\)discovery-consult.com](mailto:gerd.hofielen@discovery-consult.com)