



Global
Team Coaching
Institute



Team Coaching

Help Your Employees Reach Their Highest Potential With Team Coaching

“As businesses start to plan for life after Covid, effective teams and teamwork will make the difference between those that recover swiftly and prosper – and those businesses that don’t.

There are lots of ways teams can solve immediate, neatly packaged and discrete problems. The problem is that most of the key challenges teams face are longer-term, messy and interconnected.

Team Coaching is the only way we have to help teams work with and thrive on this complexity, to the benefit of both the team members and the team’s stakeholders.”

Prof. David Clutterbuck, GTCI Co-Dean

What is Team Coaching?

Unlike 1:1 coaching or team building, Team Coaching explores issues that relate to collective performance, enabling the team to recognize and manage influences on its performance, now and in the future.

Team coaching takes a systemic view of those influences, which may concern the team's internal dynamics and/or how it interacts with its stakeholders.

This is a powerful and effective process that will enhance the performance of individual members, the leader and the team as a whole as well as impacting the immediate business and wider organization

Why is Team Coaching important?

80% of organizations operate almost wholly in teams and today's world is complex and changing rapidly.

NGOs and organizations need qualified team coaches and leaders with the ability to create connections on multiple levels to develop a sustainable and prosperous workplace.

Team literacy is now an essential competence for all coaches, team leaders, and HR professionals. Today's challenges need collaborative teams.

What are the likely benefits to my Team?

Team coaching helps your team:

- Navigate the challenges of today's hyper-complex and fast-changing world
- Develop better processes of decision-making, communicating and organizing work
- Work more effectively with other teams
- Develop greater clarity of purpose
- Become "future fit"

What are the Team requirements?

For an organization to take advantage of this opportunity they must meet a number of prerequisites:

1. Intact team with objectives and direction as well as the autonomy to implement changes within its jurisdiction
2. The senior management supports the team coaching initiative
3. Team size of around 5-10 members
4. Expectation that the team will remain as constructed for the duration with minimal changes in membership
5. Team members willing to engage in individual coaching
6. Team members willing to undertake 360 feedback and/or other diagnostics that will provide insight into team processes.

What Team resources are required?

A typical team coaching session would be maximum 2 -3 hours with 4 sessions (ideally) spread over 9 months. It would normally also include :

- Up to 2 team meeting observations
- Up to 2 Team check ins
- Up to 5 1:1 Team Leader sessions
- Midpoint and end-point diagnostic reviews (2hrs each)

So the Team commitment would be approx. 12-16 hours spread over several sessions, plus another 5/6 hours for the team leader / sponsor.

What are the risks?

Trained team coaches help the team focus on what is important, understand what is helping and hindering their performance, and build more effective ways of working for a common purpose.

The process is designed to minimize any potential disruption whilst enabling the team to bring into the open any issues it needs to explore / maximize its effectiveness.

What would the Process look like?

There are broadly 5 steps in the process:

- 1) Initial engagement to understand the situation and ensure a fit with the Team Coaching process
- 2) Some discovery discussions with stakeholders, team leaders & team members which may include completing a Diagnostic to gather data on the team's current performance
- 3) Working with the whole team and establish the objectives and ground rules of the team coaching
- 4) Partnering with the team to achieve those objectives using the Team Coaching framework and methodology
- 5) Completion and review of the work against the initial objectives

About The Global Team Coaching Institute

The Global Team Coaching Institute (GTCI) aims to be a place where top organizations and companies come to **search for and hire the best team coaches in the world**. We have brought together the world's foremost experts on team coaching and team leadership from a variety of academic, business and coaching backgrounds, representing the latest in Team Coaching Leadership. We work only with carefully selected graduates so that we can continue to guarantee the quality of training on offer.

Co-founded by WBECS, Professors Peter Hawkins and David Clutterbuck who have over 40 years of experience training teams in 50 countries across all sectors, the institute is designed to help coaches learn from the world's brightest minds in team coaching. Coaches and leaders will hone their skills, and set an industry precedent for quality and success of team coaching and leadership worldwide.

About the GTCI Co-Founders



Professor David Clutterbuck, Co-Founder

David Clutterbuck is Co-Founder of the European Mentoring & Coaching Council (EMCC), a Marshall Goldsmith Global 100 leading coach, and one of the international pioneers of coaching and mentoring. David has authored 70 books, is a Professor at Henley Business School, Oxford Brookes, Sheffield Hallam, and York St John and is a renowned international keynote speaker.



Professor Peter Hawkins, Co-Founder

Peter Hawkins is a Professor of Leadership at Henley Business School, author of many best-selling books, and leading pioneer and thought-leader in areas of systemic team coaching, supervision, and board development. As Chairman of Renewal Associates and Honorary President of the Academy of Executive Coaching, Peter teaches and consults in over 50 countries and is a regular keynote speaker at international conferences.