

High Performance Team Coaching



High Performance Team Coaching is a course for coaches, facilitators and leaders who want to work effectively with teams. You will learn frameworks, tools and methods based on Erickson's Solution-Focused coaching model both for online and on-site team coaching. You will be able to apply these principles in a practical way that fosters overall team productivity and communication.

Facilitate shifting the mindset of team members from competitiveness to engagement, curiosity and mutual trust. Improve the team's creative thinking abilities to develop long-term vision and goals. Teach teams to ensure their success through projects that are effectively aligned with the organization's purpose and values.

This course is for:

- ▶ **leaders** and coaches wanting to develop effective frameworks to work with teams both virtually and in-person
- ▶ **internal** organizational coaches wanting to contribute to a productive working environment by fostering strong teams

Recognized by the ICF for 14 hours of Continuing Coaching Education Units





What you will walk away with

- 👉 **facilitation** skills for team alignment and trust
- 👉 **ability** to develop team effectiveness
- 👉 **understanding** of how to create team charters with mission,
- 👉 **nurture** team bonding and cohesiveness
- 👉 **application** of visual thinking systems and tools
- 👉 **deeper ability** to work with the systemic nature of teams
- 👉 **ability** to enhance co-creative relationships.



Program Curriculum

Duration

Time: 8 weeks online

Frequency: Once a week

Duration: 3h15 minutes per week



Module 1

Coming Together as a Team (Session 1-2-3)

Learn how to engage team members and solicit their unique skills and talents. Use a variety of team methods to develop a 'team mind'. Based on your organization's overall purpose, define with the team its principles and values that form the underlying basis for working together. Explore aspects of team effectiveness that help create key structures and promote decision-making abilities. Practice how to appreciate team members' contributions, skills and talents.

Module 2

The High Performing Teams (Session 4-5-6)

By understanding how some of people's key brain systems function, it will become apparent that team bonding and visioning can actively be developed. Support the team to expand their creative thinking within different contexts, moving from ideas to actions. Create effective meeting structures and develop team dialogue to sharpen goal setting.

Module 3

Sustaining Team Collaboration (Session 7-8)

Measure and track team progress and find opportunities to improve collaboration. Apply brainstorming tools to support creating action steps and accountability with team members. Gain skills in supporting the team to resolve conflict situations. Learn how to recognize working with a variety of personality traits, styles and mindsets that impact team dynamics.