

A large school of fish, possibly salmon, swimming in clear blue water. The fish are densely packed on the left side of the frame and more spread out towards the right. The water is a deep blue, and the fish are silvery with some darker markings. The overall scene is dynamic and energetic.

# Ideas Academy

TEAM PERFORMANCE COACHING

A photograph of a rowing team in a blue boat named 'La Chora' on the ocean. The team consists of several people, some wearing white tank tops and others in blue shirts, all using oars to propel the boat. The boat is blue with a yellow stripe and the name 'La Chora' written on its side. The background is a vast, blue ocean under a clear sky.

# What is a team?

“A small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they hold themselves mutually accountable.”

Katzenberg & Smith, 1993.

# Why invest in Team Coaching?

Team Coaching is a relatively new professional discipline which has quickly shown demonstrable positive performance results. Rather than work with individuals in isolation, our approach focuses on the team and the wider system within which they work. Studies by Wageman et al (2008) found that only 21% of senior teams were operating at an 'outstanding' level with 42% registering as poor. Whilst organisations spend considerable time and money recruiting the best individuals, little consideration appears to be given for how those individuals will enrich and benefit the team and the wider eco-system that they sit within.

Our approach concentrates on helping teams to work together, with stakeholders and within the wider environment. Trust and psychological safety are paramount to creating the conditions for teams to explore different ways of working and thinking together with the goal of maximising performance and delivering on a shared purpose.

Whilst all team coaching engagements have a common structure, each project is co-created with the team leader / sponsor and is adaptive to the themes and subjects that emerge in the room. Our work promotes collective responsibility and encourages each member of the team to contribute democratically. This allows each person to set the agenda, build a shared purpose and make commitments that will become part of the fabric of that team.

# The 4 stages of Team Development



## Stage 1

Evaluation through 360 diagnostics and 1-2-1 interviews to reflect on the current position and idealized future state



## Stage 2

With the whole team, develop a shared purpose and identity that all can unite behind



## Stage 3





Discuss and agree the way that the team will function and utilise the specific skills and personality of each member



## Stage 4

'Shop test' the work in the real world and reflect on the impact of the changes on the team and wider environment

# Project Timelines (12 – 16 weeks)

	<b>Phase 1</b>	Create and circulate Team Diagnostic (360) to be completed anonymously followed by 1-2-1 interviews.
	<b>Phase 2</b>	3x 180 minute off-site workshops, facilitated by two ICF certified coaches, ideally staged one month apart.
	<b>Phase 3</b>	1 hour coaching engagements with each team member, team leader and stakeholders.
	<b>Phase 4</b>	Evaluation produced and shared with sponsor / leader, agreements for future direction.





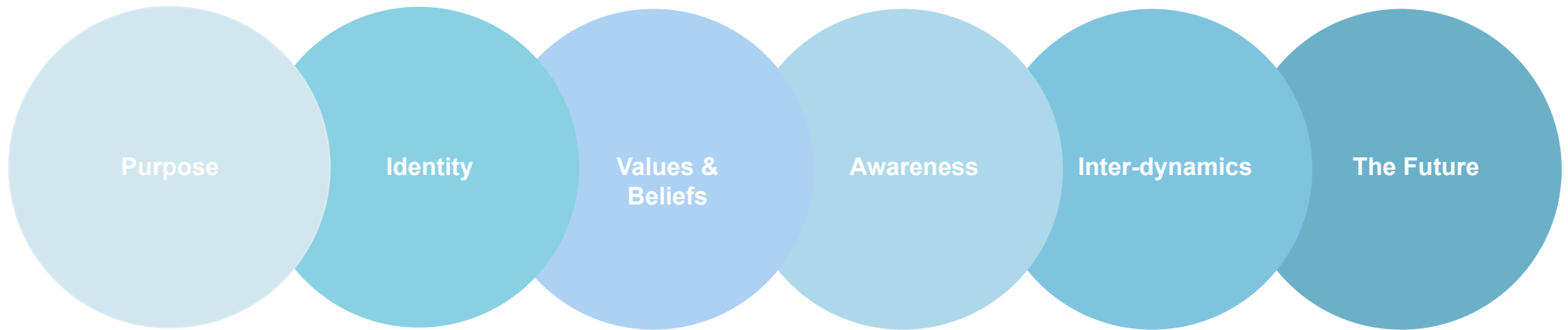
# The modern team

The concept of team has been stretched even further by the pandemic as businesses have moved between in-person and virtual work often trying to integrate new starters into the established group. With increased workloads and the demands of high volumes of video meetings and online collaboration, team dynamics are under constant strain.

Team leaders and business owners that we speak to frequently express concern about employee engagement and talent retention.

There has never been a better time to invest time and attention to how we work together and coaching provides a framework to help build safer, more empathetic and ultimately more productive teams.

# Team Coaching focus



Why does this team exist? What is its role in the wider system?

How do you define the team's sense of self? What is their story?

What values do team members share? What do they believe to be true and why?

What stories do the team tell about themselves? What is present but not being said?

What are the strengths of the team, what makes the sum greater than the parts?

How do we work together from this point forward, what will a new starter expect from us?



**Would you  
like to discuss  
how Team  
Coaching  
could work for  
you?**





Ideas Academy offers a range of coaching services all conducted by experienced professionals who are certified by the International Coaching Federation (ICF).

If you would like to know more about Team Coaching or would like to discuss the issues you are facing, please contact us to arrange a confidential chat. We are always happy to explain more about what we do so you can make an informed judgement on whether we may be able to help.

Please contact Matt on 07932 752421 or email [matt@ideasacademy.co.uk](mailto:matt@ideasacademy.co.uk)

You can also find out more about what we do at: [www.ideasacademy.co.uk](http://www.ideasacademy.co.uk)

The background of the slide is an underwater scene. It features a deep blue color gradient, with lighter blue near the top where the water surface is. Numerous small, white bubbles are scattered throughout the water, particularly concentrated near the surface. Sunlight rays or light beams are visible, filtering down from the surface and creating a shimmering effect. The overall texture is slightly grainy, typical of an underwater photograph.

# THANK YOU

[www.ideasacademy.co.uk](http://www.ideasacademy.co.uk)