

Leadership Team Coaching

Career Directions coaches leadership teams to powerfully lead their organizations.

What is Team Coaching?

The single most critical element in the success of any organization or unit is the strength of its leadership.

Targeted coaching of the leadership team, both individually and as a group, enables the team to transform the organization.

Issues typically explored in team coaching include:

- ***Integrating new team members or team leaders.***
- ***Co-creating a new vision and direction, with ownership by all team members.***
- ***Defining the key competencies and values needed to lead the organization at this time.***
- ***Identifying each team member's competency strengths and gaps. Team strategizing on leveraging the strengths and bridging the gaps.***
- ***Co-developing new approaches to meeting higher expectations and managing change.***
- ***Resolving intra-team and inter-team conflicts, and building trust.***
- ***Creating a culture of collaboration and partnering.***

Components of Team Coaching

Assessment Services may include:

- Organization and culture surveys
- Leadership surveys
- 360° assessment of leaders

Coaching Services include both:

- ***One-on-one coaching sessions*** for the senior leader/team members to prepare for team meetings and to continue competency development.
- ***Team coaching*** such as team assessment, feedback, team building, and facilitation of leadership team meetings.

Outcomes of Team Coaching

- ***New team leaders and members gel with the existing team months ahead of the usual pace.***
- ***The organization's vision, values and strategy are articulated clearly by all levels of management and are continuously applied in day-to-day situations.***
- ***The leaders are perceived as a cohesive, united group whose members model the relationships and communication they ask of employees.***
- ***Team members support each other in strengthening needed leadership competencies.***
- ***The collective wisdom generated from collaboration and partnering leads to innovative business solutions.***

Career
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