



Move From Transition to Transformation

Team and Group Coaching
Model for stand alone use
or in concert with a
Leadership Development
Program

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Certified Woman Owned Small Business

What is Team Coaching?

Team Coaching provides organizations an opportunity to catalyze awareness in all stages of team development to enhance team effectiveness and results. It is specifically for a group of people working towards a common goal or mission. This powerful modality can be used proactively (we know something's coming) or reactively (it's already happened). Either way, it creates an invitation for team members to participate in a new way to enhance communication, trust, innovation, conflict resolution, regular feedback, and care for one other.

We're in this together!

The largest certifying body in the world for coaches, the **International Coaching Federation**, states,

"Team coaching is an experience that allows a team to work towards sustainable results and ongoing development. It is becoming an increasingly important intervention in corporate environments as high team performance requires aligning toward goals, remaining innovative, and adapting quickly to internal and external changes."



When do we need it?

Team coaching can be applied at any time, and this list is a common set of triggers that tend to require team coaching for resolution.

- Mergers and Acquisitions
- New leaders and team members
- New product or service expectations
- Shifting priorities and significant change (VUCA)
- Keep being our best
- Immediately implementing leadership training
- Masterminding innovative opportunities
- Changes in working locations
- Working across various cultures
- Overcoming conflict
- Lack of productivity
- Capitalizing on diversity
- Resolving lessons learned (looking back)
- New process implementation
- And many more!

*We help leaders get bigger breakthroughs faster
through coaching, facilitation, and consulting.*

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What should we expect?



At New Horizon Strategies we use our “Team Transformation Model”. This alliteration provides the backbone for what happens both in a team coaching session and throughout the entire engagement. The most important pieces of the model are steps 1 and 2, Awareness and Alignment. Only through awareness are we able to create sustainable change. Often through awareness together, alignment comes along for free because we’ve learned something new together. Steps 3 and 4, Action and Accountability are seeded in the team coaching sessions, but generally implemented in between the sessions.

Why is Awareness so important?

Awareness is the first step in all learning. John Dewey, American philosopher, psychologist, and educational reformer is recognized as one of the founders of functional psychology.

“We do not learn from experience... we learn from reflecting on experience.”

— John Dewey

Your New Horizon Strategies coach will guide the team through the “Awareness Funnel”. Starting with the chaos of the day (or the most important thing happening). Organically, we’re already thinking about it, but aren’t always aware of the emotions we’re feeling. By uncovering the emotions behind the thoughts, we often discover belief systems and values that may or may not support future action. That’s the Ah Ha moment for individuals and teams in creating lasting change.

