

TEAM COACHING

Organization and Relationship Systems Coaching (ORSC) is based on a mindset that takes the focus off individual team members one on one relationships and focuses instead on the entity/system that is the “team”. The job of team coaches is to reveal the system to itself, as does a mirror.

“Teams rely on intense, collaborative work to accomplish a specific goal or task that could not be accomplished as well by an individual or a work group. An effective team increases the productivity, satisfaction, and growth of each of its team members, the team itself, and the rest of the organization.” [1]

Process

ORSC certified or trained coaches will implement specific tools, designed with your team in mind, to powerfully leverage the creative and problem solving capacity of your team/organization as a whole. Ultimately, a common vision and a positive culture will be created.

Strategies will be designed to enable sustained results unique to your system. Sustainability is achieved most effectively by follow through, creating goals and holding accountability. Setting a common direction with specific actions to support that direction is critical in any organization’s success.

Benefits

Some of the benefits of relationship systems coaching for teams and organizations include:

- Sustainable improvements to relationships and communication on a system-wide basis.
- “Produce specific, positive changes in business behavior (culture and relationship) in a limited time frame.” [2]
- Create common vision/mission.
- Alignment of goals.
- Identify strategies to accomplish the goals that fulfill the mission.

Team Coaching pays particular attention to (but certainly not limited to):

Accountability: Holds the team accountable. This is key. On effective teams, there is a strong sense of co-responsibility: Accountability is a web that connects every member of the team.



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The Bottom Line

The impact of a team's success *can be* measured. Relationships and morale are certainly crucial and Team coaching will enable change in the way people work together, resulting in a clear return on investment.

If you have a good system in place - a system that you know is likely to produce good results if you follow it - then you are dramatically increasing your likelihood of success. If you're serious about making changes and are committed to success, then perhaps you owe it to yourself to change the "system."

Resources

[1] John Katzenbach and Douglas Smith, *The Wisdom of Teams*

[2] *The Sherpa Guide: Process-Driven Executive Coaching*

[4] <http://www.teamcoachinginternational.com>



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