TEAM COACHING

Workplaces expect more and more from you and your colleagues. In order to keep up with this increasing workload, many organizations create teams to share expertise and get the job done well and on time. With your already busy workload, the quality of time you spend with your team is becoming increasingly important.

You may participate on a high-performing team, running under budget and ahead of schedule. Deadlines are met and the team is aligned. Or, you may participate on a low-performing team. Leadership may be unfocused and weak; agendas absent or ignored. Agreements and understandings may be conflicting. Folks arrive late, if they show at all. Next steps and deliverables are barely discussed or documented. If this is your team, it has a high risk of becoming ineffective and unproductive. Whether you are on a high- or low-performing team, Excellius Leadership Development can help you achieve more.

Effective and productive teams

- know the common purpose and performance goals;
- drive strong performance standards and place a premium on accountability;
- are energizing and challenging;
- enjoy the good times and they stick together during the bad times;
- perform highly as their normal state;
- trust and respect one another;
- produce work by the team, by sub-groups or individuals within the team;
- create clear roles, accountabilities, responsibilities and decision rights;
- drive effectiveness, performance and results through collaboration; and
- are bound together by mutual accountability.

How we can help

No two teams are alike and customization is the key to success. We design our Team Coaching by considering four Team Fundamentals – Team Charter, Collaboration, Team Roles, and Mutual Accountability. If these four fundamentals don't exist on your team, we help create them through -

- team education on the key domains of team effectiveness and performance;
- data gathering and analysis to assess the team's current levels of effectiveness and performance;
- introduction of methods, practices and tools that increase progress and outcomes; and
- design of team specific improvements to increase its effectiveness.

TEAM CHARTER

MUTUAL ACCOUNTABILITY

COLLABORATION

TEAM ROLES