

# High Performance Teams

Team coaching in the workplace

## What this program is used for:

- Increase the cohesion of teams
- Increase the efficiency of team meetings
- Increase the outcomes of team meetings
- Increase the level of engagement by team members

## Who this program is for:

This course is for graduates of the Workplace Coach Certification Program or Intensive Coach Training Program and is delivered in house. It's suitable for team leaders through to senior management from any organization who has partnered with Results in the past.

Results regularly runs a public version of this program (Team Coach Training) in all regions. Check the training calendar at [www.resultscoaches.com](http://www.resultscoaches.com) for more information.

## About this program:

This program is a highly practical development program for those managers already coaching within an organisation. The program takes the brain-based coaching models learned during the Workplace Coach Certification, and applies them to the context of teams.

The curriculum covers what makes successful teams thrive, the stages teams go through as they develop, and how to translate 1:1 coaching to a team using the CO-CREATE model.

The program contains both theoretical and practical work, as well as a focus on experiencing first hand what it is like to be coached and to coach within a team environment. It is very rich in tools that students can start to use immediately.

## Delivery framework:

This program consists of three teleclasses and a 2 day live training workshop.

Participants will experience team coaching as we work through each step of the CO-CREATE model in real time. All participants experience both coach and participant roles, and continue to build knowledge around facilitation skills, exercises and resources for each phase.

## Participant feedback:

*'Thanks for developing such a rich and thought-provoking course'*

*'The topics covered and the order of presentation really worked'*

*'Getting a different context for my coaching skills will stretch and grow them; it will add a lot to my current group facilitation programs'*

*'I can move forward powerfully into this area of coaching now'*

*'It really worked to have participants listening and learning from the two perspectives – team player and team coach'*

*'Loved the CO-CREATE model and the training we did on this'*

## Topics covered:

- Defining team coaching
- What makes a team successful
- The Results team coaching model: CO-CREATE
- Team coaching vs 1-on-1 coaching
- Stages of team development and typical team dynamics
- Elements of team coaching sessions
- The CO-CREATE model step by step
- Qualities of a great team coach
- Facilitation skills of team coaching
- Working as a team coach
- Components of a team coaching series
- Communication strategy – the benefits of team coaching and how to talk about them