

Psychological Coaching for Teams - Workshop / Webinar

Improving and Supporting Team Functioning During Change

Who does this help?

- Established teams needing to respond to changing expectations, pressures and demands and looking for supportive insight to meet fresh challenges
- Leaders seeking to provide an objective, external third party to support their team through the pain points created by Covid-19
- Newly created teams seeking to quickly move from formation to high performance
- Groups needing to collectively navigate the impact of change, such as transitioning to remote working, changed structure and accountabilities or the impact of redundancies
- Teams seeking support to implement what they already know about how they work in order to bolster resilience, performance, innovation

How does it work?

T&G team coaches are experienced, registered Psychologists and experts in workplace behaviour and change. T&G offer programs delivered to groups (and individuals), via live video conferencing. We gain an understanding of how each team, and their organisation, reacts to their own work context and specific challenges. T&G support cohorts of leaders, operational personnel or project members to address issues specific to that group, assisting teams to manage the impacts of change. We do this by:

- Group coaching programs (3-5 sessions) support organisational sustainability and durability by lifting engagement, morale, and resilience of team in targeted ways
- T&G deliver by hybridising individual and team development, depending on the team or organisational need or pain point
- Our team coaching methods identify individual team member needs through diagnostic sessions, surveys or assessments depending on team goals and prevailing issues
- We enhance personal and group insight through the application of assessment data where available and models of change management, leadership, performance and team dynamics.
- We support leaders by discussing participant progress, 'blocks' to success and ways to motivate change as a cohort
- Team coaching programs can span 3 to 5 sessions, or, one-off "power" sessions
- Optional add on: Team leader coaching sessions to discuss change-related leadership
- Optional add on: Integration of personality and/or resilience measurement

Outcomes:

- Leadership teams develop their capability and relationship approach to address the pressures of the current internal and external climate and business context
- Enhanced coping, resilience and adaptability of the team
- Greater motivation, engagement, focus, credibility and impact of the team
- An enhanced sense of shared accountability for goals
- Team development outcomes could also include improved commercial thinking, greater intra-team flexibility and identifying and remedying barriers to change or success

Investment:

- 2-Hour Webinar/Workshop - \$350+GST per person (max 8 per group)
- Session can be recorded for future review

Note: During April, May and June 2020 this service attracts a 20% discount

