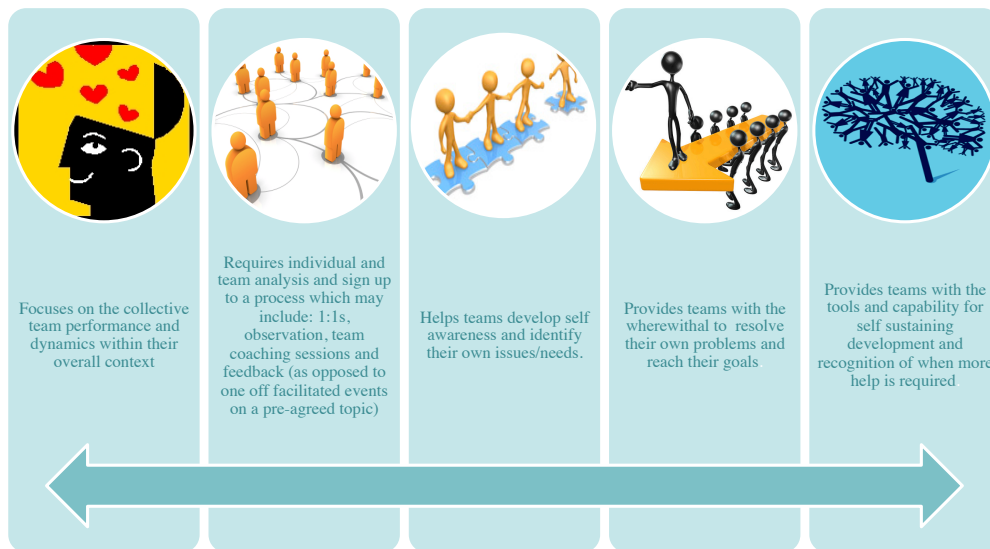


Differentiating features of Team Coaching



1. Team coaching uses facilitation and can be part of the interventions used in wider team development.
2. It is similar to 1:1 coaching in terms of the professional context, however it has some specific distinguishing features.
3. Notably the focus is usually on the team dynamics and on the systemic perspective (how the team interacts with other stakeholder groups within and outside the organisation).
4. In Team Coaching, the Team issues may or may not have been identified, whereas a facilitation approach will focus on an already agreed issue or problem that the team wish to work through.
5. Team coaching requires all members of the team to sign up to a process/programme (i.e. this is not a one-off facilitated event) which usually includes 1:1 sessions, some observation of the team and team sessions, and focuses on the collective performance whilst also investing time with each individual.
6. The 'three way contract' or agreement (i.e. with the team and with the organisation) will feature in the same way as individual coaching.
7. As with individual coaching the emphases is in helping the team to develop their own insights and awareness to enable them to gain maximum ongoing benefits for self-sustaining development.