



What Organizations need from Team Coaches

Accelerator - Tool #2

We've spent the last 40 years coaching teams in over 50 countries across many different sectors. We've also spent the last 20 years training and supervising international team coaches, and helping many organizations develop panels of team coaches and communities of internal team coaches.

From this experience we have found that the most in demand characteristics, capabilities and capacities **organizations look for when hiring effective team coaches** are the following:

1. Quickly understand the business and speak business language.
2. Build good rapport with all team members and their sponsors.
3. Can partner with the team and the team leader - working alongside them in workshops, live in real-time team meetings and in engagement events with employees, customers, other teams etc.
4. Handles conflict without taking sides and helps the team to see the conflict systemically rather than take it personally.
5. Can see and hear the team dynamics and patterns, without getting caught in them, and help the team notice the patterns themselves.
6. Can enable the team to discover the gap between where they are today and where their stakeholders need them to be in the future.
7. Can co-design with the team an effective team development journey, that will get them from now to the required future.
8. Has a clear and understandable framework for understanding team effectiveness.
9. Is trained in an effective team 360 feedback tool.

10. Will enable the team to coach itself and continue to learn between their visits and after they leave.
11. Can link: individual, team, inter-team, organizational and wider systemic, learning and development.
12. Has good quality 'Authority, Presence and Impact' – as well as flexibility, resilience, humility and stamina.

Putting these skills into practice will give you a leading edge when positioning yourself to the organizations you are looking to support. There are more skills you'll learn to connect effectively with organizations when you join the inaugural class of our Global Team Coaching Institute.

Visit wbecs.com/gateway to learn more.

*Professor David Clutterbuck and Professor Peter Hawkins,
Co Founders, Global Team Coaching Institute*