

## PRE-WORK FOR SESSION 8 COACHING PRACTICE

For this week's final session for the program, please review your materials, what you've learned and send any burning questions before the session so we know how much time to budget for Q&A. Please also take time to review your Team Coach Development plan as we will have time for some co-coaching on this.

### Feedback for the program

As a requirement by the EMCC for program completion, you need to complete a [short survey](#) before you can get your program certification, so please allow 5 minutes to complete these 12 questions will allow us to apply program improvement processes.

[START SURVEY](#)

### Team coaching practice

#### Here's what's happening with the team...

Three months on from the first team coaching engagement, Alice's team has made considerable progress. Jabu, the director has visited to congratulate the team on the quality and productivity improvements he can see and given approval to bring in another member on a temporary contract, with a view to making the position permanent when the headcount freeze is relaxed. This pep talk has had mixed reactions.

Now that the team are operating better together, introducing a new team member has brought up mixed emotions, but the team members are very different in their attitudes towards sharing their feelings. For Angelique, feelings and expressing feelings are paramount. For Ravi and Stefan, the opposite is true. Alice finds herself somewhere in the middle.

**For team co-coaches:** Your role is to understand the new team dynamics in the context of where you've been working with them throughout the entire engagement and as a result of this news. What will energise the team to employ its emotional strengths to embrace the new team member positively? How do they maintain the psychological safety they've built? Your task is

- 1) to help the team recognise how much it has advanced and
  - 2) support the team in exploring how they might include the new team member.
- You are not required to meet outside of the classroom, but if you choose to do so, it is best not to meet with those who play the character roles and concentrate on your co-coaching partnership. During this session you will also be given time to get input from the others on how to prepare for the team coaching session.

During class, you'll have roughly 20 minutes for the team coaching session, followed by debrief. If you have any questions beforehand, please contact your facilitator.