

## The team coaching framework

In this section we look at the overall team coaching framework, from the time you are asked to look at a team, to the end of the assignment. Though we will cover this in order, this is a non-linear process. If a team is ready for team coaching and has their issues defined, a typical team coaching assignment would involve up to 8 sessions with the entire team over the course of six to twelve months. Reflecting on a team, which you are familiar with, discuss in small groups how you would approach each of the seven steps below. What conversations would you need to have and with whom? Please see the Appendix for a blank version of the framework for your use.

### Key steps in the team coaching engagement

Step	Team coach's action	Team's action
1. Preparation		
2. Scoping and contracting		

3. Process skills development		
4. Coaching conversations		
5. Process review		
6. Process transfer		

7. Outcomes review

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