



Team Coaching Essentials for Leaders

A program designed to flex your team coaching leadership in a virtual, in-person or hybrid environment.

There has been a fundamental shift in what is now being called upon for team leaders to do their job well.

Teams are at the heart of every organisation. No matter if they are big or small, internal or external, it is the function and quality of teams that determine the efficiency and impact of an organisations work.

Collaboration towards solid business decisions, engaging key stakeholders and nurturing sharing is the foundation for both team and organisational success.

In this new and changing environment, an effective team leader requires patience, understanding, compassion, strong organisational skills, the ability to express in their authority, the ability to listen and the knowing of when and how to respond. The implications for the future of team leadership are profound.

More than ever before, leaders need to collaborate — with their teams, cross-functionally, stakeholders and across the organisation. In a hybrid, virtual or in-person model, engaging a team around decision making, innovation or simply getting stuff done is crucial.

The Team Coaching Essentials for Leaders program has been designed to ignite and inspire coaching team leaders to lead through genuine engagement and interactions regardless of the organisation model, culture or context.

Program Structure

This 12-hour program will be held for 3 hours fortnightly for 4 sessions. Each virtual session will be experiential in nature and offer both the theory and opportunity to work with the materials to begin embedding the content. The program will cover the following:

Fundamentals

- What is the role of leader or people leader as team coach?
- When and why do you coach the team?
- What helps and hinders the team efficacy?
- How to flex your team coaching leadership.
- How to manage multiple roles.
- How to establish and work with team purpose.
- How to nurture team relationships.

Techniques

- Contracting.
- Reaching shared team outcomes and responsibilities.
- Teaming and psychological safety.
- Communicating with teams and stakeholders.
- Stakeholder mapping and engagement.
- Enhancing team motivation through connection.
- Engaging teams in meetings & outcomes.

Tools and Models

- Three-factor RAA model (Responsibility, Accountability and Authority)
- Contracting for shared outcomes
- Psychological safety
- Meeting planning to achieve team purpose
- Decision making

Dates

To be organised with your organisation.

Format

Program to be delivered virtually via ZOOM.

Duration

4 x 3-hour Sessions
12 hours total program

Model

Live instructor-led, with Master Certified Coach

“Being able to create a psychologically safe environment where the team can share their ideas as well as commit to their tasks is the hallmark of a great coaching team leader.”

~ Tammy Turner

This program is designed for leaders and people leaders who have already undergone executive coaching, team leadership training, or leader-as-coach training. Team Coaching Essentials for Leaders takes team work into co-learning and cross-functional collaboration, engaging stakeholders and team members alike.

Team Coaching Essentials for Leaders - Example Program:

Elevating team leaders with team coaching skills for promotion, inventive ideation, and enterprise-wide through Team Coaching Essentials for Leaders training.

Sector: Any

Purpose: To promote teams working together both collectively with team members and with stakeholders and influencers outside of the team. Our Team Coaching Essentials for Leaders program provides the tools and knowledge to guide teams towards collective decision-making, running effective meetings, and working seamlessly across the organisation.

Project: This short, but impactful experiential training can be customised or delivered as a 4-module in-person, virtual or hybrid program.

Design: Turner International's newest program is designed for leaders who have already undergone executive coaching, team leadership training, or leader-as-coach training. Though this program can be completely customised for your specific requirements, our current design features either an in-person, virtual or hybrid around these elements:

- Session 1: Exploring the foundations of team coaching
- Session 2: Engaging the team around decision making
- Session 3: Dealing with conflict
- Session 4: Nurturing team and stakeholder relationships

Want to see how this might benefit your organisation?

[Contact us to find out more](#)



Tammy Turner

As one of the most internationally experienced coaches, Tammy has extensive experience coaching teams and groups at all levels; C-Suite executives, their teams and individuals to enhance their impact to the wider organisation. Tammy has designed and delivered strategic business initiatives aligned with individual and organisational change. She shares her wisdom and real-world experience to advance the novice to the experienced coaching leader. As a visionary in the coaching industry, she has authored books and articles on team coaching, coaching supervision and multicultural coaching.