## TEAM COACH DEVLOPMENT PLAN

Name:	Date:
1. Multi-stakeholder contracting and relations Identifies, establishes and maintains alignment or confidentiality with client, including team leaders, stakeholders	purpose, outcomes, roles and
□ Rarely	
$\hfill\Box$ Sometimes / inconsistently	
☐ Regularly / often	
□ Consistently	
Comments	
2. Multi-stakeholder diagnostics  Develops and implements a team diagnostic that in order to generate a systems understanding of h	
□ Rarely	
□ Sometimes / inconsistently	
☐ Regularly / often	
□ Consistently	
Comments	





Understands and applies an evidence-based model of team effectiveness at both diagnostic and intervention phases of the team coaching engagement
□ Rarely
$\ \square$ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
4. Systems thinking and group dynamics  Understands models and thinking on group dynamics and the impact of systems on behaviour and appropriately intervenes to highlight and raise curiosity within the team about such dynamics and behaviours and their impact of the team's performance
□ Rarely
$\ \square$ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments





5. Team coaching models and approaches  Develops and implements an appropriate team coaching model that facilitates and focuses the team coaching process throughout the engagement and includes contracting, diagnostics, interventions and evaluation.
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
6. Managing the team coaching process  Identifies and manages risks and issues, making timely adjustments to the team coaching process as appropriate.
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Regularly / often □ Consistently





7. Experimentation and adaptability  Demonstrates the awareness and ability to work in the here and now with the team and to adapt and experiment in order to support the team to maximise awareness and insight.
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
8. Partnering with other coaches and facilitators  Demonstrates an awareness of the benefits of partnering with other team coaches and/or team facilitators and/or 1 to 1 coaches, in service of the teams collective and individual coaching needs, and where relevant, establishes and maintains an appropriate strategy for such partnership that includes clarity on confidentiality, roles and responsibilities and alignment
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
Comments
Comments





Develops and implements their own signature team coaching presence and demonstrates continual development and refining of their practice.
□ Rarely
$\square$ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
10. Supervision and reflective practice
Develops and implements an appropriate team coaching focused supervision and reflective practice plan for own development
practice plan for own development
practice plan for own development  □ Rarely
practice plan for own development  □ Rarely □ Sometimes / inconsistently





Invests in continuing professional development (CPD) and supervision, developing and improving the standard of their practice and maintain the reputation of the profession
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
12. Self-care and resilience  Develops and implements an appropriate process to maintain resilience and self-care and the active management of one's own needs
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments

11. Understands self and self-development





13. I am aware of systems in play within the team(s) I work with
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
14. I help the team recognise the systems it shares with its immediate stakeholders  □ Rarely □ Sometimes / inconsistently □ Regularly / often
□ Consistently
Comments





15. I help the team recognise the connections with wider systems beyond immediate stakeholders and its role within these wider systems
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments
16. I am aware of my own role in the systems of this team
16. I am aware of my own role in the systems of this team  ☐ Rarely
□ Rarely
□ Rarely □ Sometimes / inconsistently
□ Rarely □ Sometimes / inconsistently □ Regularly / often
□ Rarely □ Sometimes / inconsistently □ Regularly / often □ Consistently
□ Rarely □ Sometimes / inconsistently □ Regularly / often □ Consistently
□ Rarely □ Sometimes / inconsistently □ Regularly / often □ Consistently
□ Rarely □ Sometimes / inconsistently □ Regularly / often □ Consistently





17. I feel confident working with emergence, uncertainty and complexity
□ Rarely
□ Sometimes / inconsistently
□ Regularly / often
□ Consistently
Comments



