

# TEAM COACH DEVELOPMENT PLAN

Name:

## 1. Multi-stakeholder contracting and relationship management

*Identifies, establishes and maintains alignment on purpose, outcomes, roles and confidentiality with client, including team leaders, team members, sponsors and key team stakeholders*

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

## 2. Multi-stakeholder diagnostics

*Develops and implements a team diagnostic that includes input from key team stakeholders in order to generate a systems understanding of how the team is currently performing.*

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

## 3. Evidence-based methods of team effectiveness

*Understands and applies an evidence-based model of team effectiveness at both diagnostic and intervention phases of the team coaching engagement*

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

#### 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
- Sometimes / inconsistently
- Regularly / often
- Consistently

#### 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

#### 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
- 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

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
- Consistently

9. Developing your own team coaching practice

*Develops and implements their own signature team coaching presence and demonstrates continual development and refining of their practice.*

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

10. Supervision and reflective practice

*Develops and implements an appropriate team coaching focused supervision and reflective practice plan for own development*

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

11. Understands self and self-development

*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

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

13. I am aware of systems in play within the team(s) I work with

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

14. I help the team recognise the systems it shares with its immediate stakeholders

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

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

16. I am aware of my own role in the systems of this team

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently

17. I feel confident working with emergence, uncertainty and complexity

- Rarely
- Sometimes / inconsistently
- Regularly / often
- Consistently