

# TEAM COACHING - TEAM BUILDING

## QUESTIONS AND ANSWERS

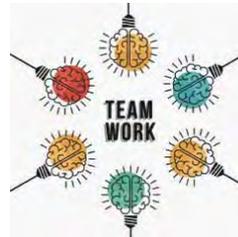
### CLIENTS STORIES

Support our teams through changing times

A big change was forecasted in our company. A starting training session about change management allowed us to have common knowledge and common language about change dynamics. Regular support helped us to better prepare and then manage the change. We lived it with more serenity and efficiency.

Work together on company vision

Our environment had changed... so had our job. We needed to work together on our mission, specificities and then on our ambition and strategy. Several workshops allowed us to work on those points in a creative way. That gave birth to innovative ideas and decisions we all made together.



### Team building, team coaching : what is it?

Team coaching and team building is the support of a team in its entirety with a goal of collective success and collective growth.

#### • Team coaching vs team building?

**Team coaching** is a long-term team support (several sessions during 3, 6 months or 1 year)

**Team building** is a short intervention (between 1 and 3 days)

#### • Act on 2 main levers that generate excellence



**dynamics** : teams learn to work together, in collective intelligence, gather around values, common objectives, make a commitment on decisions taken collectively.

**cohesion and cooperation**: moments of sharing around very important topics, the true meeting between people and the regulation of the disagreements develop cohesion and cooperation

#### • Choose your main goal of your team coaching / building (and explore the 4 dimensions):

Choose if you want to mainly work on:

- **an operational topic**, ie : how to improve a process, better communicate
- **the regulation of relationships**, ie : better work together, know how to solve disagreement, new functioning mode
- **training** : development of new skills together
- **vision** : co-elaboration of vision, mission, values, ambition

**Improve cooperation within the board**

We had strong disagreements for more than 2 years within the board. Thanks to 2 regulation sessions, we succeeded in telling us things constructively. We agreed on a behavior mode.

We needed some more sessions to really make decisions together but now the board is efficient and coherent

**Launch a cross cultural network**

The company decided to create an international network on a strategic topic. I was the brand-new manager of this team. We have co hosted 3 meetings. The goals were to know each other, think about the mission of the network and about the way we felt like working together

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**What are the different steps of a team coaching / building?**

**First Step : meeting and exploration**

Meeting with the manager and HR to :

- share information about context and goals of the support
- define the main dimension of the support (operation, regulation, training or vision)
- give information and answer questions

>>> **Contract with objectives and framework for action**



**Second Step : Co-elaboration of the steps and dynamics of the team coaching / building :**

- define the objectives, the content of the different steps, their timing and their dynamics (playful, creative, more conventional)
- identify the roles of the coach and the roles of the leader
- speak about the key factors of a team coaching / building



**Third Step : Team coaching / building**

- the team coaching / building follows the different steps identified in step 2
- priority is however given to what happens during the support; that can modify the different steps (new contract with the leader)



**Fourth Step : Feedbacks and follow ups**

- for team coaching : frequent and regular feedbacks with the leader
- for team building : feedback just after and 1 month after the workshop to share around:
  - progress of the team
  - points for attention
  - new steps to forecast