

Designed For:

Organisations that recognise that they are:

- dependent for their success on their PM teams
- aware of the importance of creating time for reflection in order to enhance team performance
- recognise the multiple complex challenges of creating and maintaining optimum team performance

Why Coach PM Teams?

Team coaching offers the opportunity to maximise team and hence organisational performance. It does this by working with the team to actively engage with what they do, how they do it and how to become more effective. Since every team faces a variety of unique challenges the benefit of team coaching is that it means the team focus on the key issues and opportunities pertinent to them. Team coaching requires really experienced coaches who can help the team members to balance with such typical questions of:



Context – What are the organisational drivers? What timescales are being faced? Does the team need immediate, short or longer term resolutions? Does the team have the necessary skills and if not what do we need to do?

Relationships – Are things left unsaid between team members? What is it like for new joiners? How do stakeholders perceive this team? How do other teams experience this team?

Processes – Do individual performance criteria maximise teamwork? What processes need to be improved and what is preventing this from happening?

Tasks – Do we agree about the objectives for this team?

Are tasks well co-ordinated across different parts of the project? Is accountability clear?

How is team coaching undertaken?

For us to be anywhere near consistent in our message this has to be answered by it depends on what the objective of the coaching is bearing in mind the context, relationships, tasks and processes. However a typical scenario would involve:

- Investigating with originators of the request, team leader and key stakeholders to ascertain the issue/opportunity/task
- Meeting with the team to assess readiness to undertake team coaching and to design coaching plan together
- Undertaking appropriate numbers of team events, or shadowing team to provide feedback
- Working with individuals as agreed to look at specific issues