

Leading a Team: Coaching for Commitment

[One-Day Program]

Work teams so often begin as a collection of individuals, whose leader must find a way to inspire their commitment to a collective purpose. Coaching is a recognised style for leaders wanting to develop individuals, share responsibilities and build teamwork.

This program will give you skills and tools to help to build team cohesiveness, drawing out individual's strengths, pooling ideas, encouraging cooperation, organising for results and celebrating achievements. Using coaching strategies you will be able to facilitate team meetings, share responsibilities and handle group dissension with sensitivity.

Content includes:

- ❑ What makes a team
 - Team challenges and team leadership
 - Why teams don't often work
- ❑ How teams develop
 - Stages of team development
- ❑ The keys to creating a successful team
 - Decision making, defining responsibilities
 - Managing and monitoring performance
 - Supporting and recognising contribution
- ❑ Team coaching skills for improving performance
 - Solution-focus v problem fixing
 - Goal setting and Action planning
 - Monitoring performance
- ❑ Tools and strategies for building team commitment
 - Making meetings effective
 - Delegating responsibilities – sharing the load equitably
 - Involving people, canvassing ideas
- ❑ Respecting and valuing people
 - Team role assessment tools
 - Managing diversity
 - Coaching to support and encourage
- ❑ Valuing reflection
 - Questions for team
 - Questions for the leader

Learning outcomes

Participants will be able to:

- ❑ Organise their teams from the beginning to achieve goals
- ❑ Reach consensus on purpose
- ❑ Encourage commitment in an environment of change
- ❑ Clearly identify tasks and share equitably for cooperation
- ❑ Assess and evaluate progress meaningfully
- ❑ Develop mutual respect, valuing diversity of skills and working styles, celebrating achievements
- ❑ Use simple coaching skills to support team members
- ❑ Increase workplace morale – encourage a willingness to get involved
- ❑ Practice with and take away a personal workbook and toolkit

Participants will also receive a complimentary copy of **2 Way Feedback** .

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