



Metro DC
Charter Chapter

Team Coaching

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May 9, 2018



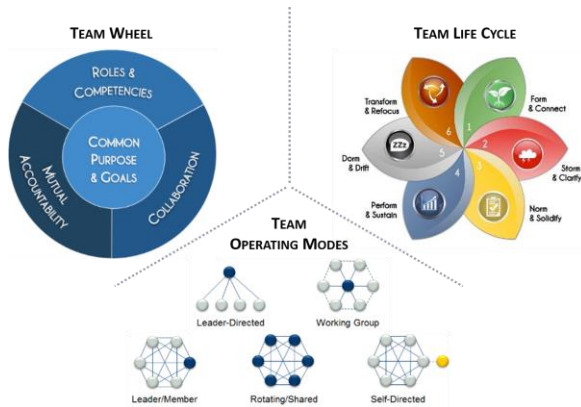
Team Coaching

Working with **Teams** in **Real Time**
to deepen their **Awareness**,
expand their **Capacity**, and broaden their **Skills**
in order to **Transform** their levels
of **Effectiveness, Cohesion, and Performance.**



Corentus Team Development

FRAMEWORKS



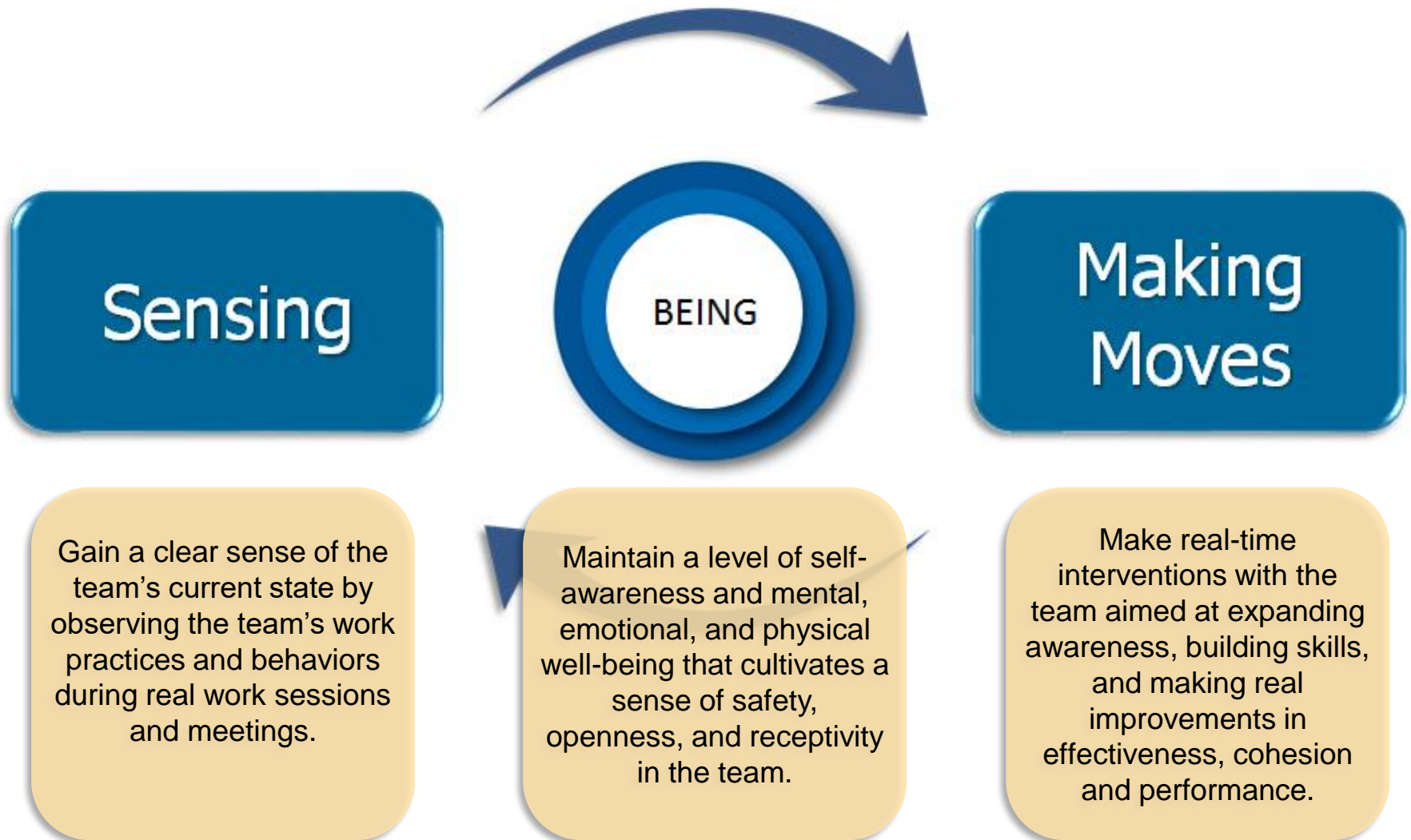
TOOLS



MODALITIES

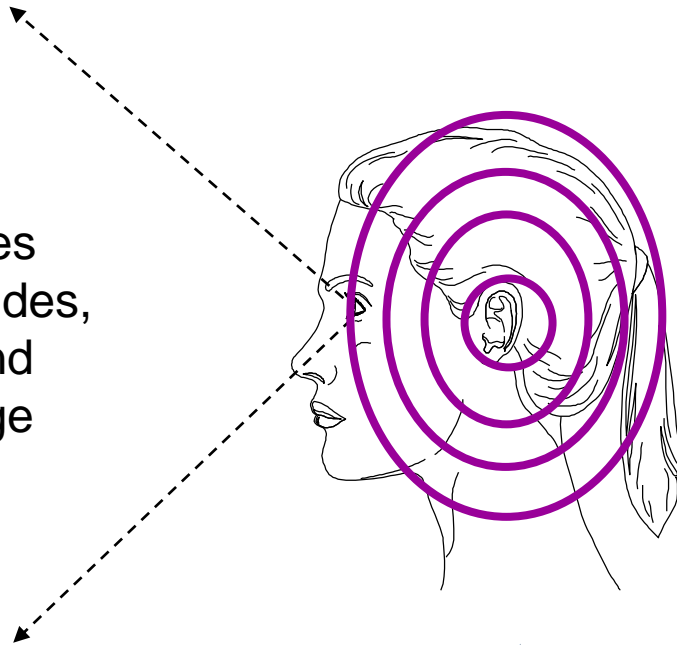


Team Coaching Model

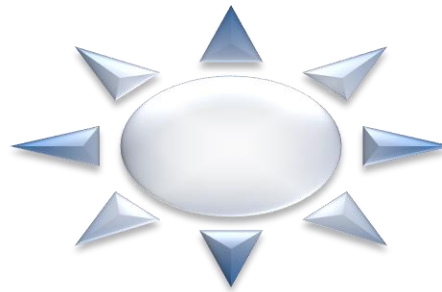


What Is Sensing?

Using our eyes
to observe attitudes,
behaviors, and
body language



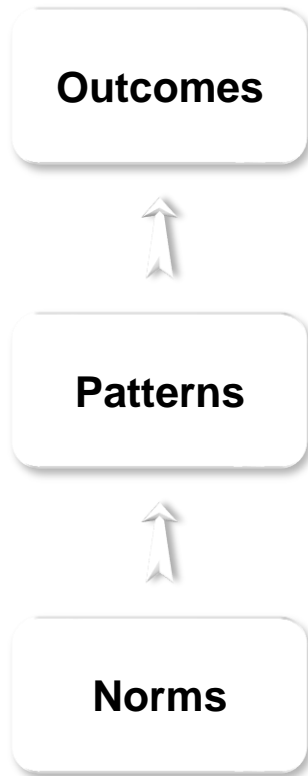
Using our ears
to listen to
what is being said
and how
it is being said



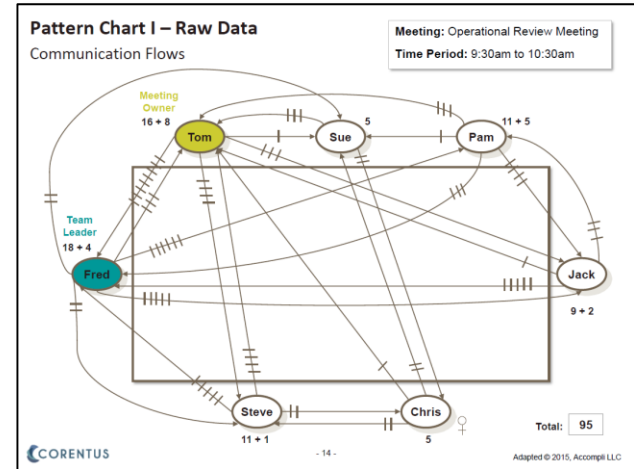
Incubating and
reflecting to
build awareness,
generate
insights,
and deepen
understanding

Types of Sensing Tools

O-P-N Charts



Sociograms



Behavior Chart

Meeting: SAP Progress Review Meeting
Time Period: 2:00pm to 2:45pm

Behaviors	Team Leader							Totals
	John	Nancy	Sarah	Geoff	Linda	Alan	Charles	
Communications								59
Interruptions (inhibiting)								23
Stacking								13
Questioning								12
Why?								2
What?								2
How?								4
Who? When? Where?								4
Silence	H - W	H - R	L - D	H - W	L - A	H - R	M - A	
Blaming								15
Total Communications	3	6	19	4	14	4	9	

Silence: H = High Use M = Moderate Use L = Low Use
D = Distracted silence W = Withdrawn silence A = Attention silence R = Reflective silence

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Outcomes of Making Moves

- ① The team observes itself in action
- ② The team gains awareness and understands what is occurring
- ③ The team designs an approach to address what what is occurring
- ④ The team implements and sustains this approach

Mechanics of Making Moves

WHAT

What relevant data has been observed?

WHY

Why might this data be useful?

Why now?

WHO

With whom could a move about the data be made?

HOW

How will you execute your move for maximum benefit?

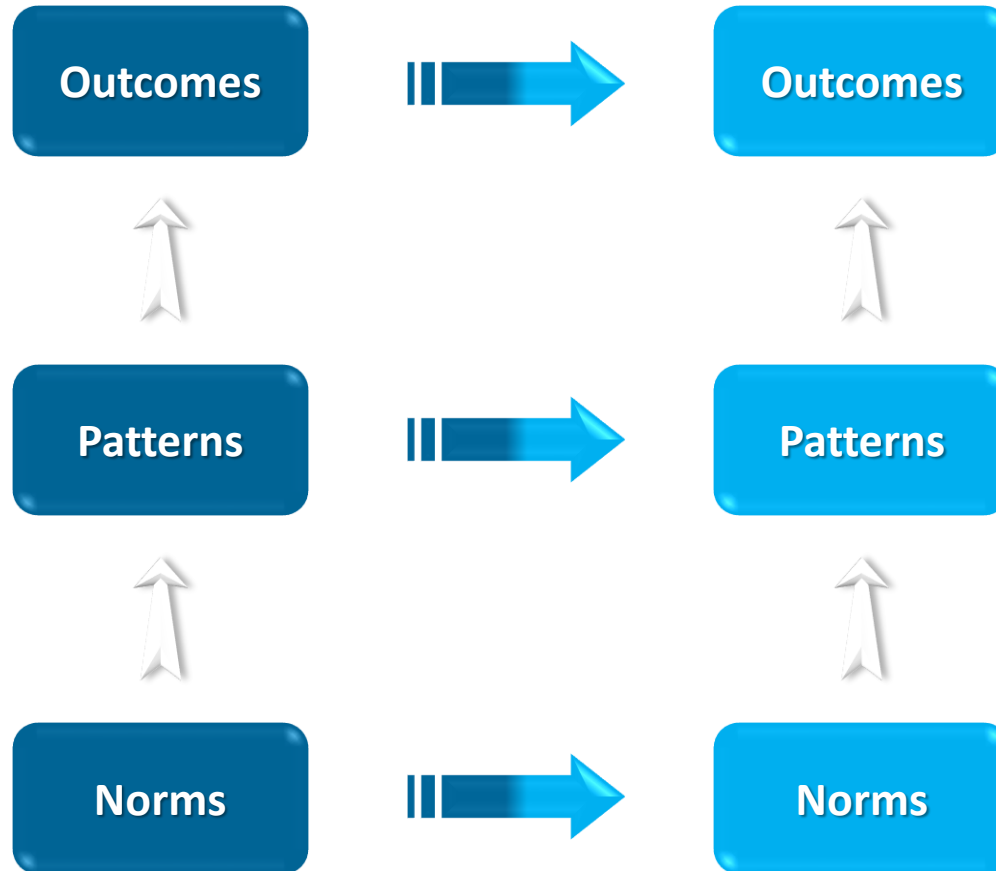
Preparation

Execution

The 6-Box Model

Current State

Desired State



Want to Learn More?

Now Accepting Applications for the Corentus Team Coaching Certificate Program Cohort #3: Toronto

- 4 In-Person Sessions starting September 2018
- Bi-Weekly Virtual Learning
- Practice with real clients
- One-on-one feedback and support
- Tools, templates, and more

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Applications are due July 1, 2018!



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