

Team Development



ROS TOYNBEE COACHING

Team coaching is an approach to developing a team in a robust and sustained way to help a team improve its dynamics, work better and achieve its organisation's objectives.

Not to be confused with traditional team-bonding off-sites and away-days, team coaching is a new way to resolve real work issues, in real time and in an on-going way using next generation teaming practices.

It's the fastest growing trend in coaching in the UK and globally - and can be standalone or combined with one-to-one coaching to deliver exceptional ROI.



Research shows that relationships between team members and the team culture (“how we do things around here”) – directly influences team engagement and productivity.

If you’ve been on a sports team or a work team which felt greater than the sum of its parts, where egos were replaced by shared purpose and team spirit, and there was buzz, creativity and synergy, that’s the experience of “systems intelligence”.

Everyone wants to be in that team, because that’s a team where know your contribution matters, and where you get to fulfil your potential and do amazing work together.

Whether your team is a long way off of this ideal and suffering from poor productivity and low morale – or whether your team is in good shape but you are ready to make it unstoppable, team coaching can help get your team there.

Situations where team coaching is especially helpful

- New teams are forming
- A change in leadership arises
- Teams/departments are operating in silos
- Roles and responsibilities need to be clarified
- The vision of the team needs reassessing
- Clear decision-making processes, guidelines and tools are required
- Poor communication is impeding team progress (poor conflict resolution or feedback skills)
- Previously high performing teams are experiencing burnout or other challenges

Team development (which we are using interchangeably with team coaching) is ideal for all types of teams whether senior management teams, leaders and their direct reports, inter-disciplinary professional services teams and project teams.

We also work with virtual teams and teams in which different generations are working together or are diverse in other ways.

Our clients hire us to:

- Improve communication and understanding
- Resolve conflict
- Root out toxic behaviours
- Enhance collaboration and team spirit
- Foster positivity, as well as
- Navigate change

Our expert team coaches will reveal how your patterns of relating as a team are supporting or hindering their effectiveness and productivity. We give you frameworks and tools based on ORSC* methodologies, including deep democracy processes, to realign your team, empower them to tap into their inherent wisdom and creativity and produce outstanding results.

*Organisation and Relationship Systems Coaching is a systemic way of working with teams and all our coaches are trained in the methodology. Further information at <https://crruk.com/>



HOW TEAM DEVELOPMENT COACHING WORKS

The overall length and content of your coaching programme depends on your needs and whether we are coming to you or doing some or all of this virtually. Typical engagements last between three and eight sessions (of varying length) and run between 6 and 12 months for sustainable results.

Starting with a **needs discovery conversation** where we identify an initial focus for our coaching, we may move on to **comprehensive “systems entry” process** to better understand the team, business objectives, culture and strengths and challenges which informs our **coaching plan**. Once objectives and approach have been discussed and signed off by you, we **deliver the plan** with **on-going check-ins** to ensure the team’s evolution and ensure we are hitting the agreed objectives. We end with **qualitative surveys**, the results of which are **presented back** at the end of the engagement to assess changes in behaviour against initial objectives and success of the coaching overall (ROI).

Charities receive 25% discount.

HOW CAN I FIND OUT IF THIS WOULD WORK FOR MY TEAM?

If you have experienced one-on-one leadership coaching, you’ll know how powerful it is for changing the way you see yourself and changing your behaviours with others.

If you are curious about how you can hit the reset button and really shift the collective culture in your team – or even between different teams and stakeholders with team coaching, we advise you to book a no-obligation team coaching conversation with us to discuss a tailored solution that fits your needs and budget.

The results the team achieves will be determined by the level of focus and commitment the leader and their team can give to this programme. You will be successful if you are open to being challenged, have the courage to step outside of your comfort zone and are willing to try out new behaviours with each other.

Your Coach



Ros Toynbee LL. B
Director of Toynbee Associates

Ros has over eighteen years’ experience as an internal and external leadership coach. Her business backgrounds are in law, media and financial services. She is passionate about developing leadership and coaching capability so that leaders, teams and organisations function at their best. Ros is a Certified Coach for Stakeholder Centered Coaching and has also trained with the Centre for Right Relationship (CRR UK), CoachU and Newfield. She is accredited at Master Certified Coach level with the ICF and is regularly invited to speak at networking associations and in the press.



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