



Both team and leader develop

1. What is the Team Advantage?

The Team Advantage is a proven team **coaching process designed to transform teams and their leaders** through a **sustainable** approach that goes beyond the typical 2-day team-building event. The process is presented as an organisational “game”. It is oriented around a business stretch goal that is important to the organisation’s success, with a coach who supports the team leader as well as the entire team. The process includes four phases of team development that are implemented over the course of 16 weeks.

Phase 1	Pre-process preparation
Phase 2	Kick-off workshop
Phase 3	Coaching the game plan
Phase 4	Review progress and celebration

Phase One - pre-process preparation involves coaching the leader and interviews with each team member that sets the context.

Phase Two - is the kick-off workshop where the team creates their own game plan oriented around the stretch goal, with a point system for scoring the weekly accomplishments.

Phase Three - is coaching in weekly virtual sessions via teleconference to drive the delivery of the game plan. During this phase, team members provide progress updates and learn to support each other as they move through tough challenges that could prevent the team from achieving their goals and game plan.

Phase Four - is the review of team accomplishments and its transformation – where this newly energised team takes time to assimilate learning and celebrate their wins. They also determine those components of the process that they will continue to implement after the completion of this process.

2. What is unique about the Team Advantage?

Team Coaching is the most significant and unique component of this process. Teams often leave a team-building event with a lot of enthusiasm but no real understanding of what it takes to change behaviours or go beyond their habitual daily activities. They go back to work and it is business as usual. **This process will change that typical team behaviour.** During this process, the coach works as a partner, often giving the team leader feedback and **reminders to communicate and celebrate successes!**. The coaching also provides momentum to the team and ensures they determine ways to overcome their barriers to success. The team will learn fast – observing and adjusting their behaviours and actions for success.

Key Point

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3. What are the key objectives of the Team Advantage?

The key objective of the Team Advantage is to provide a complete framework for **driving team performance resulting in a transformational experience**.

Other key learning objectives:

- Transfer core coaching skills to the team leader
- Provide a forum for real conversations, truth telling, and surfacing conflict as a natural part of team development and essential to the creative process
- Have each team member take responsibility for the team win – **“everyone wins, or no one wins”**
- Leave the team with a replicable process for continuing to grow together as they take on new challenges

Powerful combination

4. Why is this process important?

yes!

The acceleration of change in organisations, emerging needs for innovation, and alignment of values are all factors creating a need for new leadership and new ways for people to succeed. Leaders want to know how to stretch an already high performing team, turn around a team that is underperforming or stuck, or assimilate a new leader so they have a strong start with teams that are weary of too many changes. There are many obstacles that can cause a team to lose focus. It is paramount that leaders develop their people in a way that is integrated with the demands of the organisation.

5. What makes this process work?

There are four main features of this process that make it work: real business goals, coaching, ownership, and sustainability.

Real Business Goals – The goal addresses a real business need and can often positively impact the whole organisation, beyond the individual team.

Coaching – the coaching component stretches people to become consciously aware of what motivates their behaviours and actions and how they impact others. Coaching holds people accountable for honouring their commitments.

Ownership – The team creates and takes ownership of the game plan to achieve something extraordinary. It is THEIR game plan.

Sustainability – Teams will have a replicable process along with new habits and behaviours discovered during the team coaching, as well as an easily adaptable business planning format they can apply to any future stretch goal.

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6. Who is the Team Advantage designed for?

Using the Team Advantage will be a rewarding experience for any leader who wants to accelerate their team's performance. This process will be particularly useful for either key strategic project teams or senior leadership teams.

7. How long will this process take from start to finish?

The actual game plan is a 16-week process. The pre-process preparation will take 4 to 6 weeks to allow for scheduling and pre-workshop interviews. It can be longer if there is advanced coaching provided to the leader. The advanced coaching is optimal for the best success, but not required to use this process.

8. How do I learn more?

Please contact Jurgen Muress or Yvette Sargood at develop2lead ltd to set up a discussion

Jurgen Muress

E: jurgen@develop2lead.com

M: +44(0)7768 670858

Yvette Sargood

E: Yvette@develop2lead.com

M: +44(0)7766 685909

