



Is team coaching the answer to your organisation's biggest challenges?

Most leadership development programmes are no longer fit for purpose

Many leadership and management development programmes are still entrenched in the last industrial age. They are no longer appropriate in the digital era and the highly networked and fast-changing operating environment of the 21st Century. Your leaders and their teams are facing challenges that organisations have never faced before.

Exponential change and greater stakeholder complexity call for new forms of leadership development that can create learning at individual, team and organisational level. As a result, there is a management shift underway in which enlightened executives are adopting a more collaborative team-based leadership style.

Team coaching is contributing to these changes and is now one of the hottest global trends in leadership development. Progressive organisations are working with coaching professionals who can coach the connections in and between teams and enable change across the individual, team, organisational and wider systemic levels.

As more organisations realise that team coaching delivers value beyond individual personal development, could it also enable your executives and employees to meet and exceed today's challenges?

“Organisations need to embed team-based thinking internally as well as in the broader ecosystem.”

Deloitte Human Capital Trends Report 2019

Bringing the system in

In the modern workplace, success is increasingly recognised as resulting from high-performing teams rather than individual leaders. People who thrive today are those who are relationship-focused and work collaboratively. While interventions like team-building can be useful to foster relationships in a team, they often ignore what is going on in the system that the team and organisation inhabit.

Interventions such as Systemic Team Coaching can better meet the needs of the team, its stakeholders, the

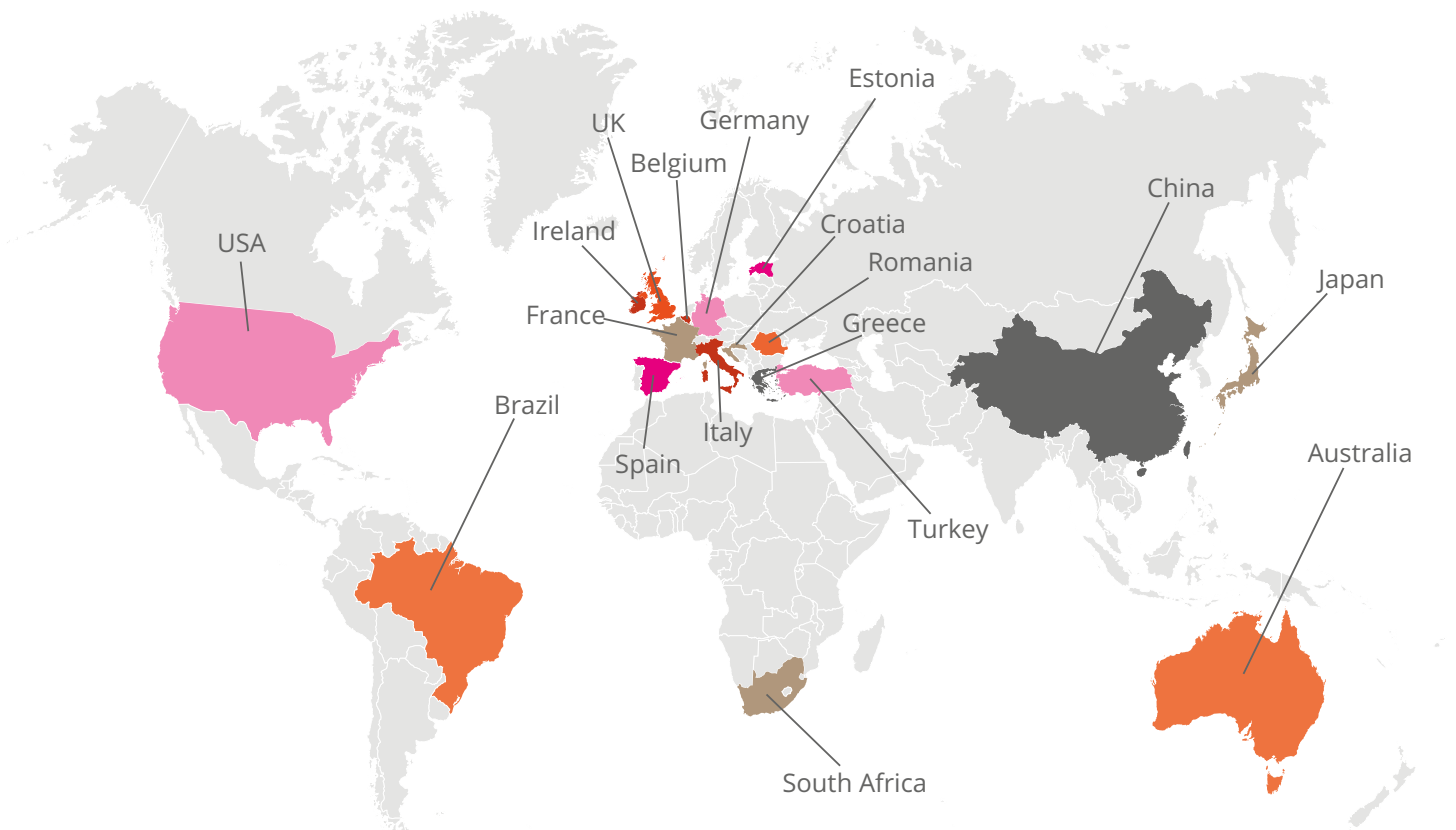
organisation it's part of and its clients and associates. Systemic Team Coaching is much more rigorous and can have a far greater impact than traditional team development days. A Systemic Team Coaching programme usually lasts several months and focuses on the 'systems', stakeholders and relationships outside the team, not just the connections within it. The team has more time to work with their coach and to be supported through a self-directed change process. That also means the learning can be much more deeply embedded and sustainable.

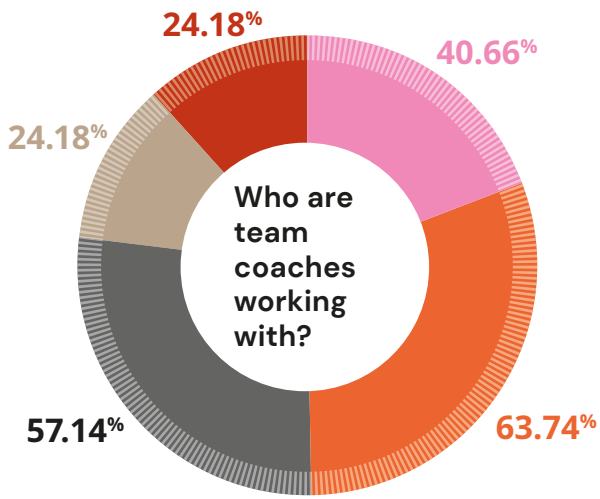
Team coaching today - A survey of AoEC alumni of Systemic Team Coaching training programmes globally, 2019

In 2019, we conducted unique research into the role team coaching is playing in today's market. Looking specifically at Systemic Team Coaching, we asked our alumni about the

practice, purpose and success factors in offering it to organisational clients.

90 respondents from six continents and 19 countries:





Key



C-Suite



VPs /Directors



Senior Managers



Managers



Operational Teams

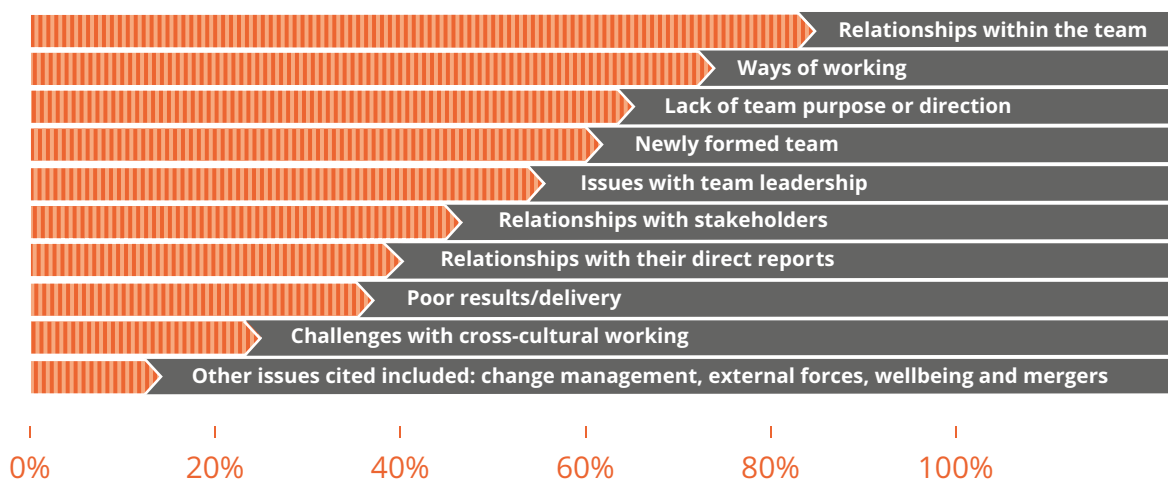
Team coaching is being deployed at all levels, not just the C-Suite. A quarter of coaches are also working with management and operational teams.

What challenges, issues and opportunities does team coaching support?

Team coaching can be an effective way to support teams in reflecting on their current situation, learning more about their issues, goals and opportunities, and identifying how to realise their full potential.

Other starting points can include newly formed teams, teams responding to change, teams that have recently merged or gained a new leader, improving cross-cultural working and much more.

Our alumni reported the most common reasons organisations were commissioning team coaches were:



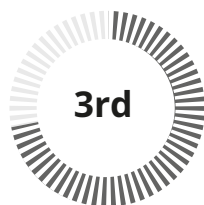
Top 5 issues and opportunities identified through Systemic Team Coaching



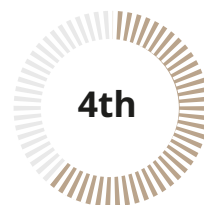
Needs or expectations of stakeholders AND the need to adapt for change anticipated in the future



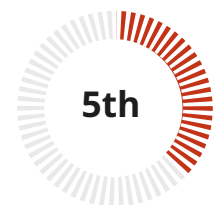
Needs or expectations of employees



Internal changes within the organisation



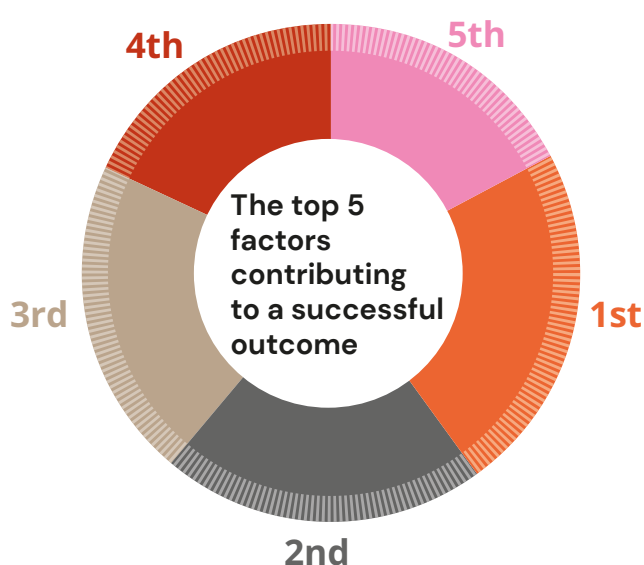
Needs or expectations of customers/clients



Needs or expectations of shareholders

Over 50% of coaches were engaged to work with a high-performing team rather than on a remedial basis for teams who are underperforming.

The conditions for successful team coaching



Key



Team's desire for change



Relationship between coach & team



Team leader's appetite for change



Team's willingness to experiment



Quality of inquiry/identification of goals

The top outcomes from Systemic Team Coaching

- 1 Team effectiveness and achievement of results
- 2 Team collaboration in service of a shared vision
- 3 Improved dynamics and relationships
- 4 Understanding of stakeholder needs
- 5 Trust, psychological safety and ability of teams to have difficult conversations

How AoEC can help

Progressive organisations are prioritising the customer. By adopting systemic coaching as a key pillar in their development strategy, organisations become better equipped to understanding their stakeholder needs and anticipating what customers will value tomorrow.

Join them. Contact us today

Our highly accredited team coaches and experienced consultants will work with your organisation to create bespoke solutions to meet your aspirations.

We can do this through one or a combination of the following:

- Coaching teams at all levels of your organisation
- Training for internal coaches in Systemic Team Coaching to enable these skills to be brought into your organisation
- Systemic team development to enable managers and leaders to develop high-performing teams

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The AoEC's mission is to transform individuals, teams and organisations globally through world-class, accredited executive and team coach training and coaching-based solutions for organisations. Our dedication to customer service, inclusive culture and strong ethical approach to business helps everyone we work with realise their full potential.


Unlocking Potential