

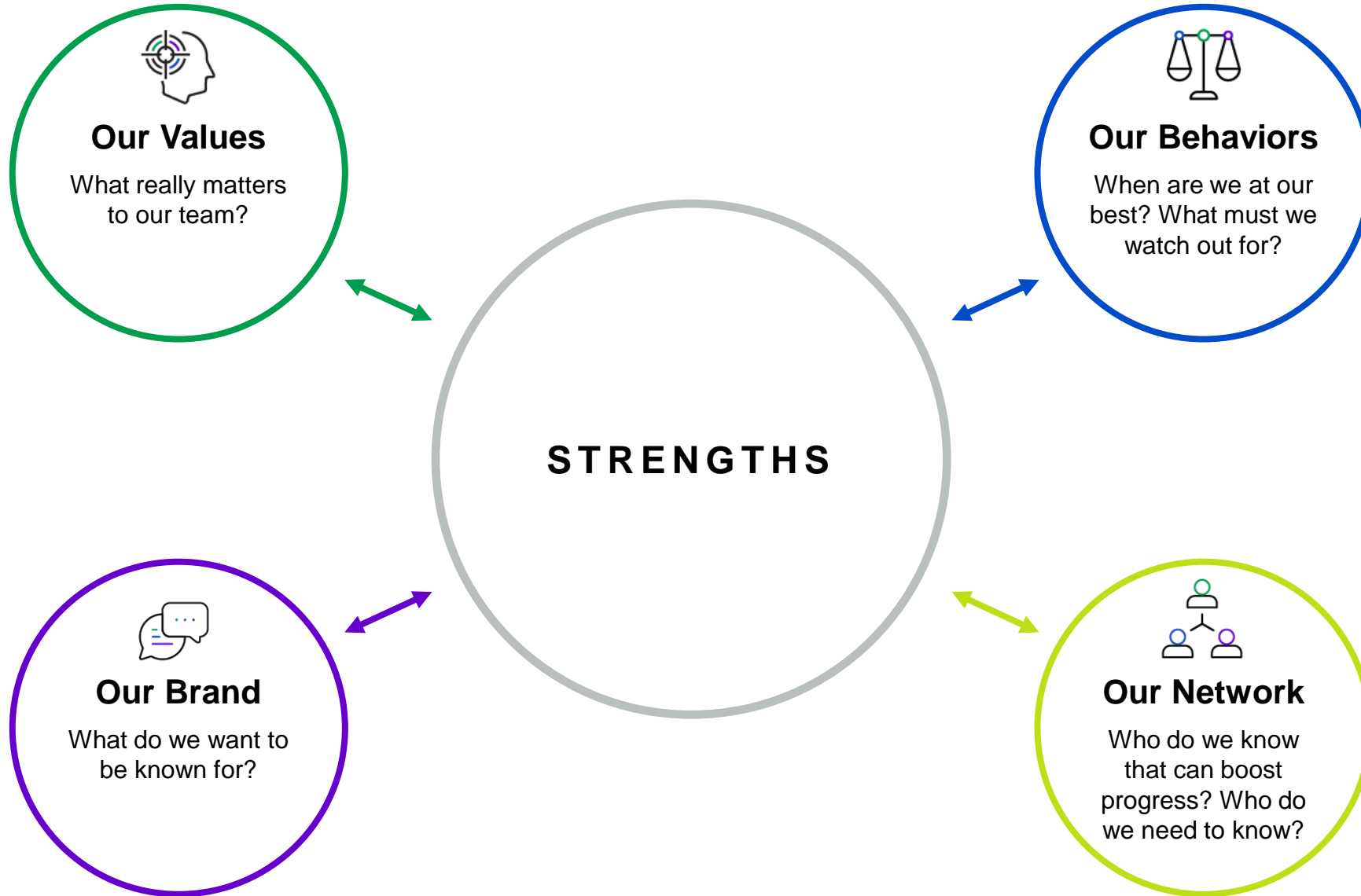
Mastering Team Coaching: Strategies for Facilitating Powerful Team Sessions

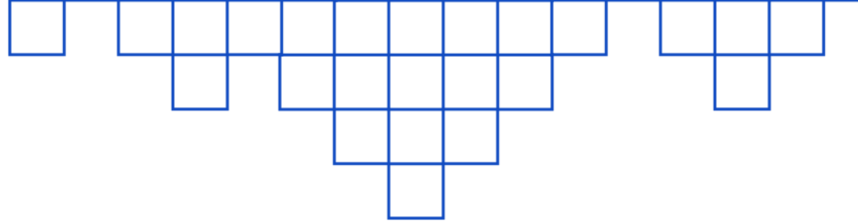
Amatoga Jérémie

Learning and Development Consultant

Strategic® | Learner® | Connectedness® | Context® | Positivity®

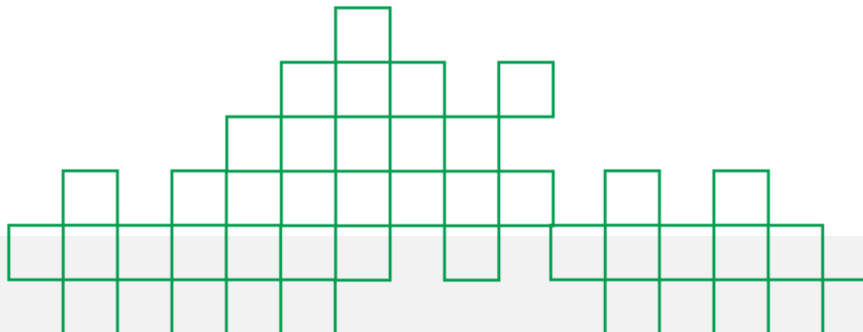
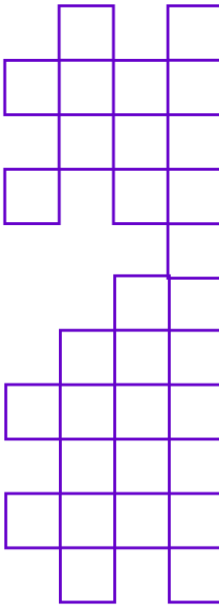
Who Are We?





Our Values

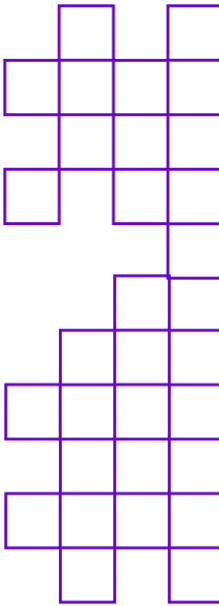
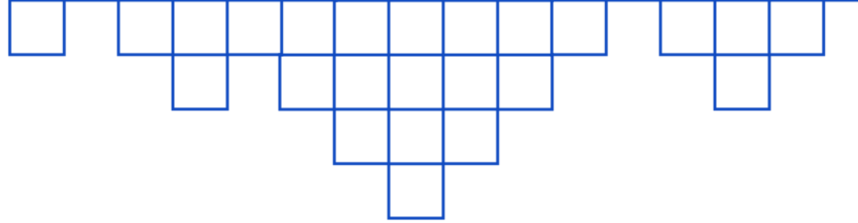
What really matters to our team?



How Do Our Core Values Impact How We Do Business?

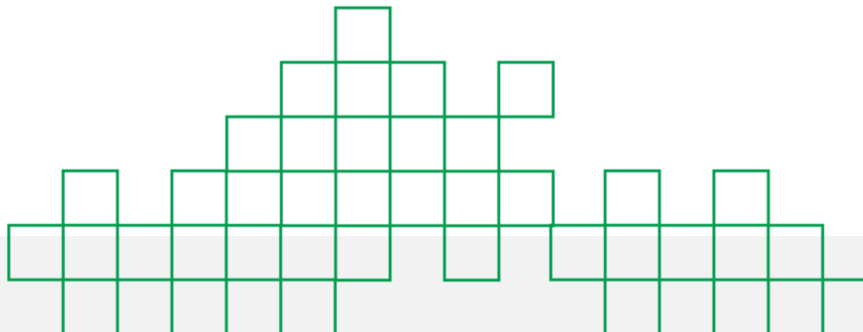
- 1 Family
- 2 Integrity
- 3 Achievement
- 4 Autonomy
- 5 Justice
- 6 Humility
- 7 Knowledge





Our Behaviors

When are we at our best? What must we watch out for?



The Four Stages of Team Development



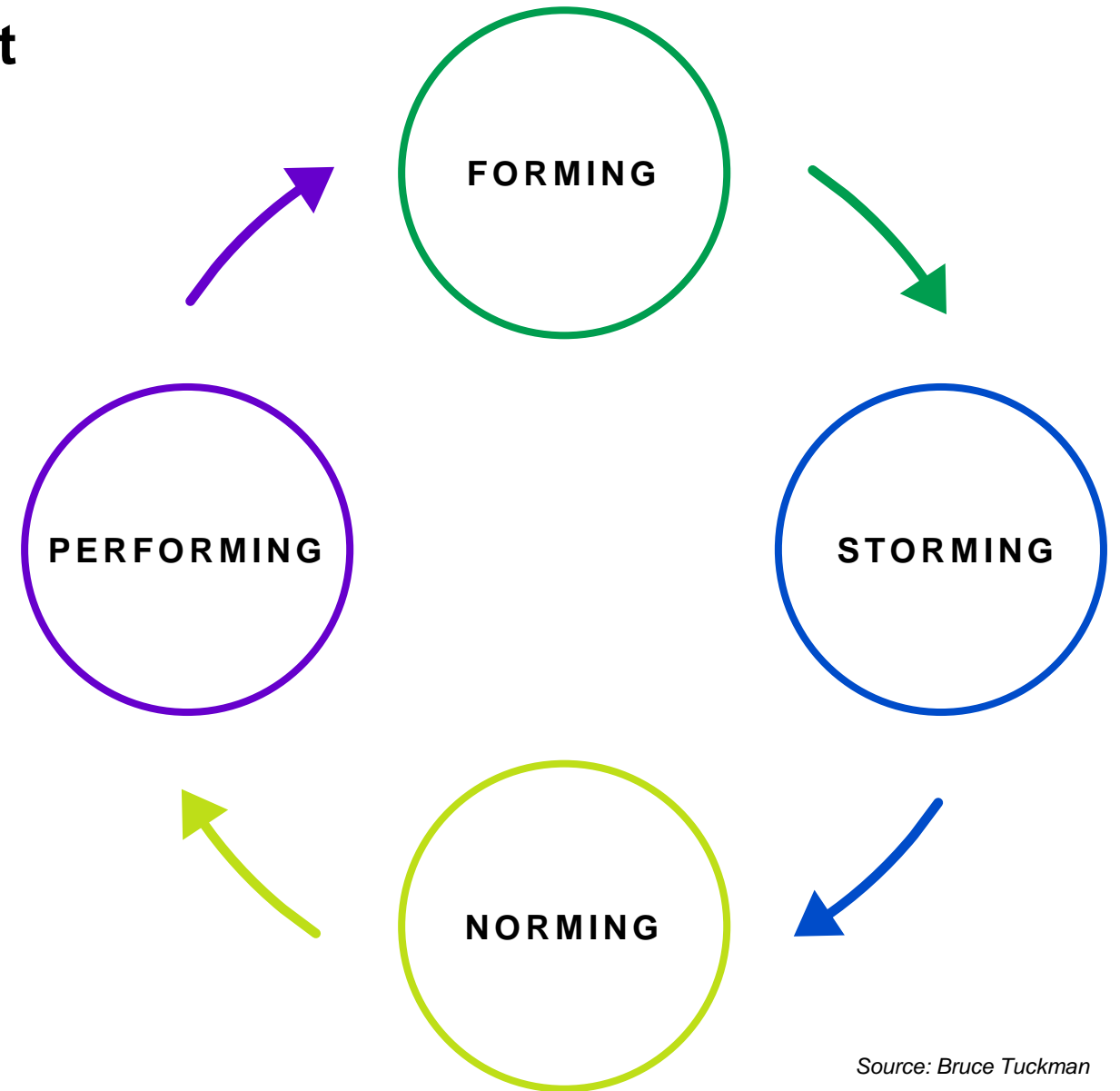
HEAR



FEEL



SEE



What might the team need **from the leader** to move to the next stage?

What might the team need **from each other** to move to the next stage?

Source: Bruce Tuckman

What is your dominant domain?

- Executing
- Influencing
- Relationship-Building
- Strategic Thinking
- I am not sure.



How Does This Team Get Work Done?

Top Five

- 1 Belief®
- 2 Analytical®
- 3 Self-Assurance®
- 4 Individualization®
- 5 Strategic®

Bottom Five

- 30 Focus®
- 31 Discipline®
- 32 Maximizer®
- 33 Adaptability®
- 34 Empathy®



Team Grid Insights



1. At Our Best

- taking calculated risks
- bringing alignment
- responsive to needs



2. We Need

- autonomy
- feedback
- access to information



3. Harder to Do

- diplomacy
- clearly-defined priorities
- attention to detail

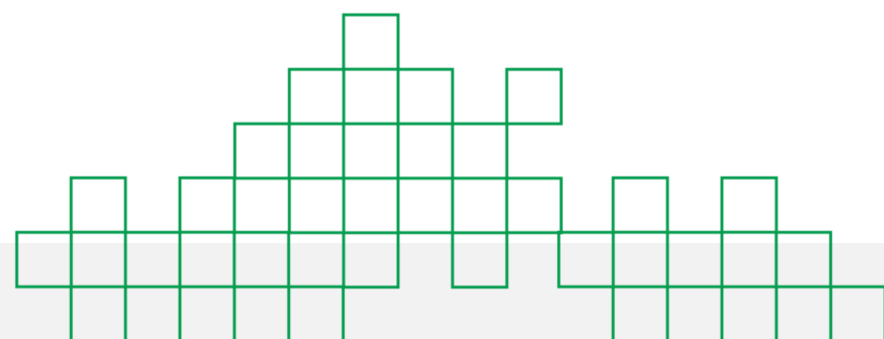
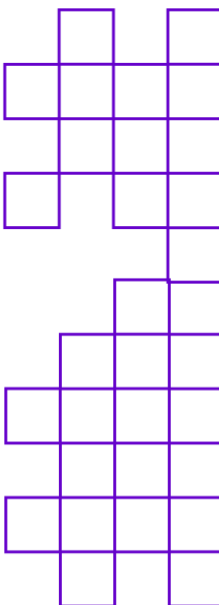
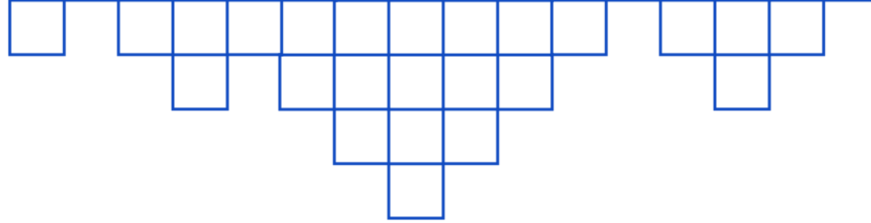


4. Watch Out For

- values-driven
- acting independently

Our Brand

What do we want to be known for?



Who Are We? Activity

The purpose of this activity is to use the team grid to help the team brand their collective strengths within the organization and for clients.

1

Strengths

What does our team do extremely well?

2

Brand

What is our team's reputation? What do we want to be known for?

3

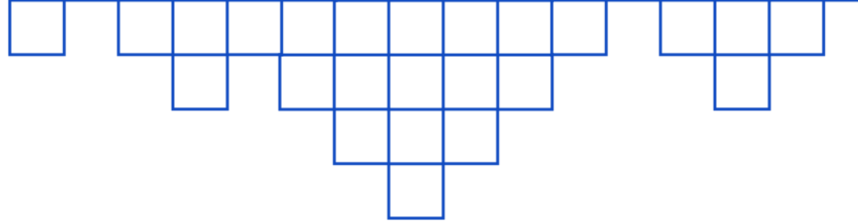
Opportunity

What are our team's current areas of opportunity?

4

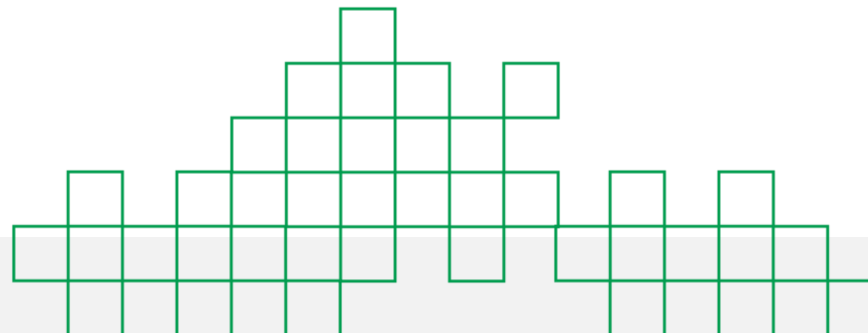
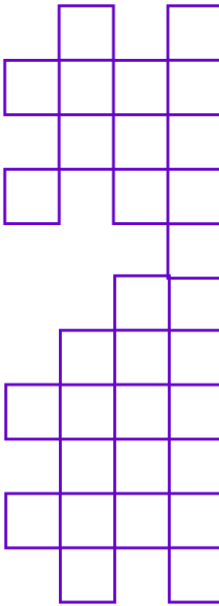
Debrief

What did we discover?



Our Network

Who do we know that can boost progress? Who do we need to know?



Team Social Network Map

Purpose

- Illuminate resources that are hidden within their existing network of relationships and what steps to take for tapping those resources.

What to Do

- The team creates a shared map of their network.

Guiding Questions

- What people do you know that are active in this work?
- Who else would you like to include in this work?
- Who has influence and expertise?
- Who can block progress?
- Who can boost progress?

Strategize

- Invite, attract and “weave” new people into your work.
- Brainstorm work-arounds for blockages.
- Generate ways to boost progress.





Complete the session survey by clicking on the icon on the left panel.

To receive credit for attending this session, you must watch the entire session and complete the session survey.

Any Questions?



THANK YOU FOR JOINING OUR BREAKOUT SESSION!

Amatoga Jérémie

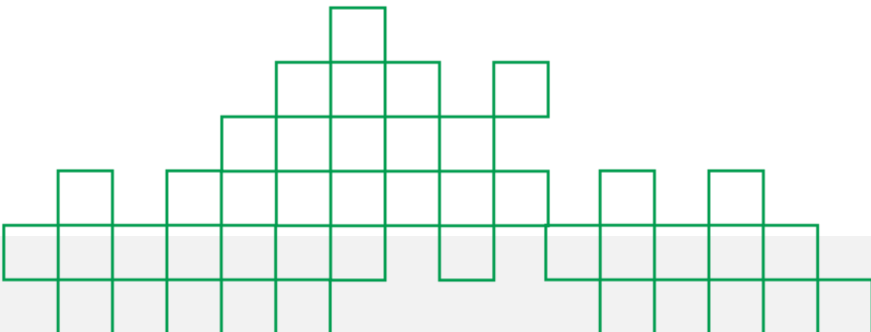
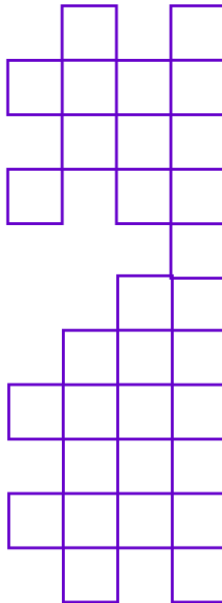
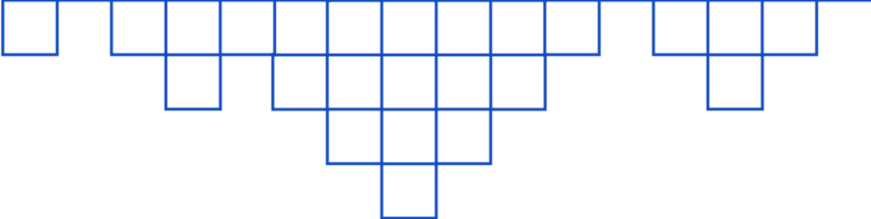
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Gallup*

FOLLOW ME ON SOCIAL MEDIA OR CONTACT ME

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 AMATOGA_JEREMIE@GALLUP.COM

Appendix



How to Prepare

Schedule an alignment call with the manager.

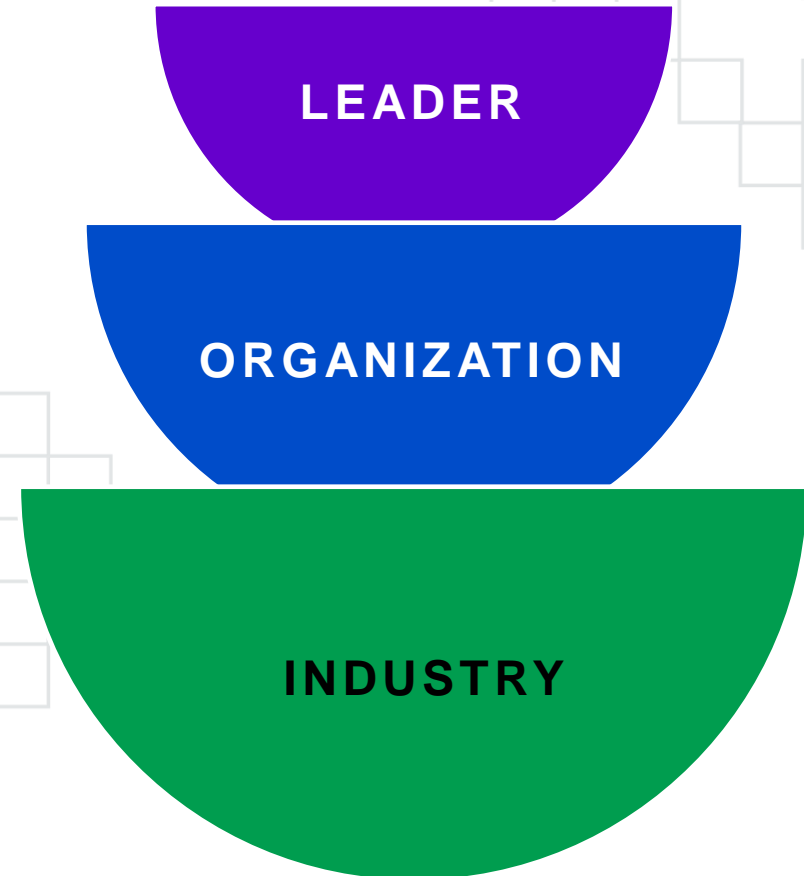
- What metrics matter most to your team?
- What tensions exist on the team?
- Tell me about a recent team success you're proud of.
- How long have you been a team?

Research the industry.

- Refer to labor statistics about the market.
- Review news articles, listen to podcasts.
- Ask colleagues who have experience in the field.

Familiarize yourself with the organization.

- Mission, values, strategic plans
- Executive leadership priorities
- LinkedIn posts, affiliated communities



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