

Systemic Team Coaching

Partnering and Process

These are challenging times for businesses, governments, and not-for-profit organizations. The recent pandemic has shone a spotlight on the importance of valuing people and strengthening the relationships between different internal and external stakeholder groups. The importance of creating a trusting, safe and flexible working environment is key to developing greater collaboration, collective leadership and adapting to the new challenges and situations that we find ourselves in.

Partnering

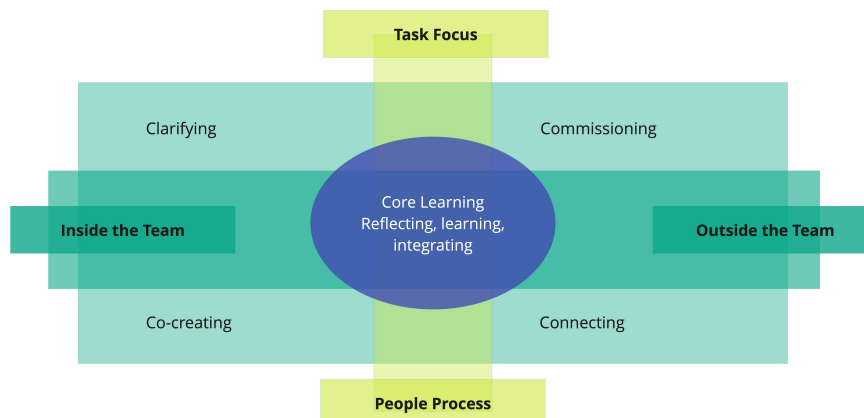
The way I partner with you as a team coach, is a highly effective way to embrace the above and to harness energy, find synergy and work effectively as a team and with stakeholders in service of your organization's overarching purpose.

Expected benefits from engaging this way

- Greater team understanding around what the organization and range of stakeholders need from you to succeed
- Deeper understanding of how you work together as a team; clarity on roles, dynamics, and team processes to support future needs
- Increased trust inside your team and when your team works externally. A trusting safe dynamic will enable greater creativity, problem solving and team development in service of your overarching purpose
- Greater team resilience, connection, and mental well-being to deal with the complexity and ambiguity of today's world
- Sustainable and anchored individual and team learnings which lead to greater organizational impact and team enjoyment

How I do the work

I partner with you to co-create the journey that is most needed for your desired impact as a team. My methodology is a unique form of team coaching which has been developed and optimized by international experts during the last 30-40 years. It is rooted in systemic thinking and inspired by the "Five Disciplines" model of Professor Peter Hawkins.

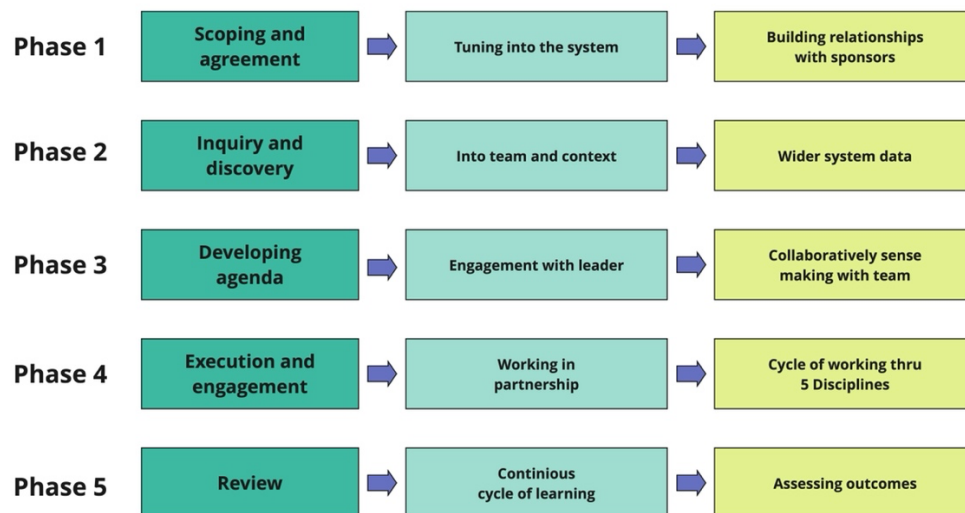


I focus on the five dysfunctions of a team: trust, conflict, commitment, accountability, and results. At the start of the work, we will do a 360-team assessment to assess strengths and weaknesses.

Once we have clarity about the pitfalls that are side-tracking your team, we can start addressing them. Of course, tailor made corporate programs are also possible.

Systemic Team Coaching Process

In general, the team coaching happens in five phases.



Different types of team coaching interventions I use

- Individual coaching of you as team leader supporting your growth (2 hours each month)
- Check-in sessions with each team member (30 minutes between every workshop)
- Business-as-usual meetings: working alongside your team in its normal business activity, observing, holding the mirror and providing feedback (2 hours each month)
- Team coaching workshops that allows your team to stand back and work more strategically or more deeply on how it functions – both task and relationship (at minimum 2-3 hours per month)
- Consulting with primary stakeholders to understand the wider systemic context and regularly check the progress (ideally at the beginning, middle and the end)

In summary

I intellectually challenge you, work actively with my intuition for your team dynamics, bring emotions to the surface, teach you how to have healthy conflict, inspire you to find your team's purpose (which derives from the organization's purpose) and create a solid foundation for action.

I help you see what you don't see yourself, also in your wider stakeholder world. I help you become more self-aware and authentic. I stand next to you and encourage you to make the change happen. Ultimately, you become a better leader of your own life and the teams and organizations you lead. Resulting in better performance!

Ethics

I fully endorse and adhere to the Code of Ethics of the International Coach Federation. You may find the most up to date ICF Code of Ethics on the ICF website, www.coachfederation.org

If this approach appeals to you and your teams, please contact me on:

Email tj@tjessicastegenga.com or Phone (NL) +31 61279 5886

I would love to have a conversation and discuss your needs

Appendix – My tools

Team Connect 360

I am licensing the Team Connect 360 diagnostic tool with the Academy of Executive Coaching in London. This is a 360-feedback tool which quickly and efficiently generates insights into how a team is perceived - by its stakeholders and by team members itself. The questionnaire is structured around the “Five Disciplines”, based on the work of Professor Peter Hawkins. Feedback is gathered online. It is an easy and cost-effective way to secure feedback from all stakeholders. Next to that, I am using the questionnaire Five Dysfunctions of a Team from Patrick Lencioni. I use either the Team Connect 360 or the Lencioni questionnaire depending on the dynamics in and outside the team.



Facet5 Personality Profile & TeamScape

Facet5 is one of the most advanced measures of personality available today. It harnesses the power of personality, supporting individuals, teams, and businesses to realize their full potential. It provides a simple model and a common language to explain how people differ in their behavior, motivation, and attitudes, and more importantly, what can be achieved. It's based on the five-factor model of personality (the 'Big 5'), like Hogan Assessments.

For team coaching, I work with an aggregated report called TeamScape. This brings together all individual Facet5 Profiles. TeamScape supports individuals to build understanding, not only of themselves, but also of the preferences of others.



Five SuperSkills for Great Conversations™

Facet5 SuperSkills is a report focused on how an individual is likely to show-up in conversation based on their personality. It offers leaders the opportunity to look at how they have conversations and the way they engage with others. It provides insight around how a leaders' natural tendencies affect their behavior, how they can adopt new techniques and practices and apply those naturally in every conversation. Leadership today is becoming more about the environment leaders create. It's about authenticity, not authority.