

Through a strategic blend of personal coaching and team coaching,
your team dynamics will be impacted

- As each member grows in awareness of their strengths and capacities
- As skills that increase relational connection are discovered and practiced
- As your team increases trust and improves communication

LISTENING SESSION

All contracts begin with a listening session where two Integer Core Team Members will facilitate a space of listening and learning about the existing team dynamics.

A customized proposal will be presented to the team based on what was heard and perceived in the Listening Session.

ALL PROPOSALS WILL INCLUDE THE FOLLOWING:

SIX TEAM COACHING SESSIONS:

Up to 12 team members
2 hours each, monthly
Facilitated by two of our core team members
A customised blend of in person and virtual
Includes a selection of the below team coaching experiences:

Compassionate Communication | Creating a Coaching Culture
Conflict Appreciation | Asking Better Questions
Enneagram for teams | Strengthsfinder for teams

SIX PERSONAL COACHING SESSIONS:

For each of the participating team members
1 hour each, monthly
Each team member chooses from our selection of coaches

EVALUATION SESSION

A follow up Evaluation Session will be scheduled for 3 months after the Integer Shift has been completed. This will be an opportunity to assess and reflect on the impact of the skills and coaching received and also an opportunity to strategize on any further implementation required.

3 of the group sessions will be pure team coaching. According to the ICF, Team Coaching empowers teams to work toward continued high performance and ongoing development, requiring innovation, flexibility, adaptability and goal alignment.

The other 3 group sessions will be team coaching experiences that equip the team with new skills and facilitate a space of growth in a specific area.

TEAM COACHING EXPERIENCES WILL BE SELECTED FROM THE FOLLOWING BASED ON THE NEEDS IDENTIFIED IN THE LISTENING SESSION



The words we use are important because they shape our thinking.

Using language that includes blaming, judgement, labelling and criticism is disempowering to us, because it degrades the quality of connection that could be available between ourselves and others.

Compassionate Communication is like learning a new language. It will give you the tools to break old patterns of thinking - patterns leading to words of judgement and blaming, comparison and division.

Tools like the ability to

- ground yourself in any given situation
- become aware of and stay connected to what is happening in you and in others
- find the language to express what is alive in you
- show compassion to yourself and others

Introducing the coach approach to your team will deliver:

- Implementable leadership tools
- Increased team unity
- Improved team communication
- Impact on your mission, values and revenue

CREATING *A Coaching Culture*



Approach matters.

Good, open, honest questions help steer someone to problem solve themselves, instead of relying on us for our advice.

Buy-in is automatic if you are the one answering your own problem.



How conflict can significantly increase quality of relationships:

- Cultivates self awareness
- Increases humility
- Reduces anxiety
- Produces thicker skin and a softer heart
- Prepares you for your next conflict

Conflict appreciation will lead to a healthy team which include the following dynamics:

- Patience for process
- Grace for change
- Embrace the journey
- Sometimes. Things. Move. Slow

Teams are fundamental to performance in most organizations today, and yet remain difficult to understand, align and develop. Teamwork and collaboration challenge our organizations and individual employees, requiring greater awareness of themselves and how they engage with others in teams.

Enneagram for teams allow for a deeper understanding of not only how each individual functions but also how strengths can be used strategically to achieve more unity as a team.



When you introduce the Team StrengthsFinders Coaching at the right time, you spark meaningful conversations. Using this tool helps you discuss the collective talents of a group in a way that honors individuals. It also enables you to break down communication barriers by prompting productive, open dialogue about behaviors and tendencies, team dynamics, partnerships, and team bonds.