

Empowering people and change with team coaching

Change can generate stress, worries and friction. Actively managing change makes business sense. Some organizations choose to collaborate with an external coach.

I work with small teams, i.e., 3 to 12 persons. A team is defined as a group of people who perform interdependent tasks to work toward accomplishing a common mission or specific goals. Change is a process, and it is within our power to **impact** how a **team feels** and the **outcomes that are generated**. Team coaching helps **empower** people in at least three ways: Creating more **exchange**, open communication by enhancing **trust**, and creating a **collective consciousness** which supports team members to complement each other.



There are **ethical prerequisites** for team coaching. There needs to be basic trust in the team. We need a clear goal and desired outcome(s). We need sufficient time and resources to work. The coach creates awareness and controls the process together with the team leader. We can define the team leader's authority and responsibility. Coachees voluntarily assume responsibility and take measures for creating results. Alternatives and complements to team coaching are training, facilitation, and individual coaching.

To support team coaching, we have an option to use the Cultural Orientations Framework (COF) to map the team's cultural orientations and skills. This allows us to have a **common vocabulary** while pursuing team goals. Every meeting and every follow-up is linked to team goals. We integrate a special event to support long-term trust and group cohesion. We reflect on our process, our outcomes, what we have learned and how we will continue to use that learning.



As a professional certified coach, I am a member of Association for Coaching. My coaching accreditation is through the Cultural Orientations Framework (COF) and Trier University. My leadership roles in business development includes sectors such as mobility, financial services, energy, IT, and telecommunications. In 2012, I founded my company, bullseye international GmbH. bullseye literally means to hit the center of a target.



I invite you to contact me so we can **have a conversation** about your team, your parameters, my background, and qualifications and how we could work together. Discretion and confidentiality are assured.