

Coaching and team coaching

"Coaching releases a person's potential to optimize her performance. It helps him learn more than it teaches him!" Sir John Whitmore

What is coaching? What does it bring?

Do you know the phenomenon: You didn't see an object you were looking for even though it was close by? Coaching helps you to recognize possibilities and to find previously undiscovered paths that you might not also be able to see on your own: Your habits, your role or the situation you are in limit your perception - a natural circumstance.

Coaching promotes a more differentiated perception, decision making, the development of action alternatives, and implementation. With a coach, the client ("coachee") finds the right goals and decisions for him more quickly, as well as the best ways for his concerns.

The maxim in coaching is to respect and support the interests of the coachee and his decisions: Responsibility for one's tasks and personal development remains with the client. Coaching also strengthens self-esteem, self-esteem, and own stability.

What is coaching not?

- Coaching is not training; here, fixed learning goals determine the agenda. Coaching, on the other hand, focuses on the client's concerns and respects his agenda.
- Coaching is not therapy. Coaching does not diagnose and has no defined clinical pictures. Coaching does not administer "proven remedies". The coach trusts the client and supports him in finding the right decisions for him.
- Coaching is not consulting. A consultant as an expert gives his specialist knowledge and his experience as a recommendation. In coaching, this only happens if the client explicitly demands it or if a piece of information is missing.

To whom is our coaching helpful?

- The entrepreneurial decision-maker in the realization of his entrepreneurial vision and business plan: founder, owner, managing director.
- The manager to better answer complex demands, to find his way in harmony with values and priorities - a balance of all areas of life.
- The project or team leader who leads himself and others without power to results.
- The team, which bears joint responsibility for its success, to achieve top performance together.

Our methods

We are comprehensively trained for this. We work according to the ethical standards of the ICF (International Coach Federation), the world's largest professional association for coaches.

At what conditions do we offer to coach?

- Place of coaching:
 - At the location of the chosen coach (coaches available in all German metropolises)
 - At the client's location / nearby (site separated from work area required)
 - ❖ Single hour: calculation plus travel expenses and travel time
 - ❖ Whole day: bundling of several coachees up to 6 coaching hours
 - Videoconference: We prefer ZOOM (Skype is possible); Telephone
 - ❖ At least every 3rd session should take place face to face, preferably in the same physical space.
- Language: preferably German; English: according to request, selected coaches
- Duration of a coaching session:
 - Face to face 1-3 hours by arrangement
 - Maximum 1.5 hours by telephone
- Fee for coaching hour: according to task or management level
 - Probatory first hour: 50% of the charge: afterward free decision, how further.

team coaching

The situation and your goals as a team leader or leader

You feel that your team could be better than it is. They miss team spirit, cooperative and co-creative energy: almost service by the book, little inspiration, little energy perceptible. - Alternatively, an excess of tension: insisting on positions and trench warfare hinder productivity.

Possible goals that speak in favor of team coaching:

- Unleashing creative potential for desired development, inspiration through clarification and commitment to the challenges facing the team
- Clarification of individual roles, personal preferences - Strengthening of personal commitment to team goals
- Finding, clarifying and prioritizing team goals
- Improvement of personal relationships in the team
- Conflict Resolution - Restoring Ability to Work
- Optimization of interfaces to other teams

Would you like to increase the performance of your team? Are you looking for fast and sustainable changes? Get to grips with the real issues at eye level, no detours, no games, no maneuvers - we support you.

What skills does a team coach need?

A team coach is not the know-it-all from his own practical experience. A suitable team coach understands the business model of the team and its external networking. He gets to know internal structures in the preparation phase. Deeper understanding grows in the concrete cooperation.

- A team coach understands dynamic interpersonal processes, especially those in groups and teams. He understands the influences of organizational and cultural conditions. This is often called "systemic", mainly when it includes historical aspects.
- A team coach can hear very well: listen, listen, listen behind the scenes. He asks questions that only an outsider can recognize as relevant. This is how it has an emancipatory effect: it helps to recognize connections that are often inaccessible to those affected.
- A team coach can steer a group process towards coordinated goals. This is the only guide for a confident team coach, he does not have his own agenda apart from that, and a good team coach is also aware of that.
- A team coach, who should also accompany changes, must also have the strength to intervene if processes are not successful or if the "rules of procedure" are violated. However, the responsibility and decision for further action always remain with the group, the "coachee". The team coach will protect his authority from slipping into a position of power.
- The feeling for the right approach of the participants and a good sense for the right time are additional qualifications that can result from experience.

How we work

The principles of team coaching correspond to those of individual coaching: essentially encouraging and promoting personal responsibility and solution competence. Practically, additional methods of group control, meeting and conflict moderation are required, which are based on transaction analysis, TZI (theme-centered interaction) and other models from humanistic psychology, as well as work at the systemic level.

Depending on the task, we use various instruments for assessing the current situation and development prospects in team coaching, two examples:

1. Strengthening synergy: understanding the otherness of others, respecting differences, opening the willingness to listen and learn from team colleagues. Understanding the different tasks in the team and their requirements. Focus on your strengths, and recognize the advantages of team members.

A situation like this can make the use of the TMS (Team Management System)[®] instrument useful. The individual TMS preference profile and the (overall) team profile open up new ways of strengthening the team.

2. Strengthening co-creativity: clarification of the vision and the path that requires independent individuals: perceiving, thinking, deciding, acting. Clarification of individual contributions and mutual support. Team members meet in perception and appreciation of themselves and others as a whole.

A situation like this - typically for high-level personnel teams - can make the employment of ^{VMI}™ (Values management Inventory[™]) meaningful: the team members become conscious of their personal value priorities with all implications regarding guidance and cooperation style, appreciation for humans and success, authority profile and personal development perspectives.

At what conditions do we offer team coaching?

- Duration of a team coaching:
 - 2-3 hours
 - 2-3 days - according to goals and tasks
- Place of coaching:
 - separate from place of daily business
- Language: preferably German; English
- Fees for coaching hours/day: according to task / management level
- Preparation and coordination on a time and material basis