

Coaching, group coaching, team coaching

"Coaching unleashes a person's potential to optimize their own performance. It helps them to learn rather than teaches them anything!"

Sir John Whitmore

What is coaching, what are the benefits of coaching?

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 find previously undiscovered paths that you might not be able to find on your own: Your habits, your role or the situation you are in limit your perception - a completely natural circumstance.

Coaching promotes a more differentiated perception, decision-making, the development of alternative courses of action and implementation. With a coach, the client ("coachee") finds the right goals and decisions for them more quickly, as well as the best paths for their concerns.

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

What is coaching not?

- Coaching is not consulting. As an expert, a consultant provides their specialist knowledge and experience as a recommendation and thus assumes joint responsibility for the content.
- Coaching is not therapy. Coaching has no clinical picture. Coaching requires the ability to make decisions on your own behalf.
- Coaching is not training; in training, fixed learning objectives determine the agenda. Coaching, on the other hand, focuses on the coachee's concerns and follows their agenda. Trying things out can be part of it if your goals require it.

Who does our coaching help?

- The entrepreneurial decision-maker (founder, owner, managing director) in the realization of his entrepreneurial vision and business plan.
- For managers to better respond to complex requirements, to find their own path in harmony with values and priorities - balance in all areas of life.
- The project or team leader who leads himself and others to results without authority.
- To help the team, which shares responsibility for its success, to achieve top performance together.
- For those who want to lead themselves and encounter obstacles or want to achieve their goals more easily.

Our methods

...follow the question. 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.

On what terms do we offer coaching?

- Location of the coaching:
 - At the location of the selected coach (coaches available in all major German cities)
 - Online: ZOOM preferred
- Language: German preferred; English: selected coaches
- Duration of a coaching session:
 - Face to face 1-3 hours by arrangement
- Coaching hour fee: according to task / management level
 - Probationary first hour: 50% of the fee if the coaching is canceled

Team coaching vs. group coaching

Group coaching

The participants in a GC come from different teams/areas/companies. They are united by a common topic or concern. The topics we offer are

- Self-management
- Other leadership
- Team leadership

Topic-oriented work is less discreet, even if confidentiality is always the basis of cooperation. Instead, participants learn with and from each other.

The learning relates to obstacles to implementation that could not be sufficiently eliminated in seminars/trainings. Each participant brings their concerns and background knowledge to the coaching and benefits from the helpful questions/answers and experiences of all participants.

On what terms do we offer our group coaching sessions?

- Location of the coaching:
 - Online via ZOOM
- Language: German, English
- Duration of a coaching session:
 - 2.5 hours

The situation and your goals as a team leader or manager

You feel that your team could be better than it is. You miss team spirit, cooperative and co-creative energy: almost working to rule, hardly any inspiration, little energy noticeable. - Or an excess of tension: insistence on positions and trench warfare hinder productivity.

Possible goals that speak in favor of team coaching:

- Unleashing creative potential for desired further development, inspiration through clarification and commitment to the challenges facing the team
- Clarifying individual roles and personal preferences - Strengthening personal commitment to team goals
- Finding, clarifying and prioritizing team goals
- Improving personal relationships within the team
- Conflict resolution - restoring the ability to work
- Optimization of interfaces to other teams

Would you like to improve the performance of your team? Are you looking for quick and sustainable changes? Tackle 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 a know-it-all from their own practical experience. A suitable team coach understands the team's business model and its external network. He gets to know internal structures during the preparation phase. A deeper understanding grows during the actual collaboration.

- A team coach understands dynamic interpersonal processes, especially those in groups and teams. He understands the influences of organizational cultural conditions. This is often called "systemic", especially when it also includes historical aspects.
- A team coach can listen very well: listen, listen, listen behind the scenes. He asks questions that sometimes only an outsider can recognize as relevant. In this way, they have an emancipatory effect: they help to recognize connections that are often inaccessible to those affected themselves.

- A team coach has the ability to steer a group process towards agreed goals. This is the only thing that guides a confident team coach; they have no agenda of their own, and a good team coach is aware of this.
- A team coach, who is also supposed to accompany changes, must also have the strength to intervene if processes do not achieve their goals or the "rules of procedure" are violated. However, the responsibility and decision for further action always remains with the group, the "coachee". The team coach will protect their authority from slipping into a position of power.
- A feeling for the right way to address 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 problem-solving skills. In practice, methods of group management, meeting and conflict moderation based on transactional analysis, TCI (the-me-centered interaction) and other models from humanistic psychology as well as work on a systemic level are also required.

Depending on the task, we use various instruments to determine the current situation and development perspectives in team coaching:

1. Strengthening synergy: understanding the differences of others, respecting differences, opening up the willingness to listen and learn from team colleagues. Understanding the different tasks in the team and their requirements. Focusing on your own personal strengths and recognizing the strengths of team members.

A situation like this can make the use of the TMS (Team Management Systems®) tool useful. The individual TMS preference profile and the (combined) team profile open up new ways of strengthening the team.

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

A situation like this - typical for management teams - can make the use of the VMI™ (Values Management Inventory™) useful: the team members become aware of their personal value priorities with all the implications in terms of leadership and cooperation style, appreciation for people and success, competence profile and personal development prospects.

On what terms do we offer team coaching?

- Duration of team coaching:
 - Online: 2-3 hours
 - 2-3 days - according to goals and tasks
- Location of the coaching:
 - Offline, without internet/mobile phone, away from familiar premises
- Language: German preferred; English
- Fee coaching hour/day: according to task / management level
- Preparation and coordination at cost