



CONGRÈS DES COACHS ICF QUÉBEC

13 et 14 Septembre 2023

**Tisser les liens qui nous
unissent**

**Le coaching dans toutes
ses couleurs**





TEAM COACHING

HOW TO BE A TEAM COACH AND HOW TEAM PERFORMANCE BENEFITS
FROM OUR PRESENCE

WHO WE ARE



BEFORE WE START...

WHAT COMES TO MIND WHEN YOU THINK OF TEAM COACHING?
WHAT HAS BEEN YOUR TEAM COACHING EXPERIENCE?

YOUR TAKE-AWAYS FROM TODAY'S SESSION

Greater understanding of what Team Coaching (TC) is

How TC differs from conventional team interventions

New insights on ICF competencies

Become aware how Team Coaching concepts can enhance your 1:1 coaching

Plan your action



WHY TEAM COACHING? WHAT IS IT?



**“Partnering with a team to unleash its collective power, purpose,
and potential to connect and collaborate.”**

–The Team Coaching Studio–

**HOW DOES TEAM
COACHING DIFFER OTHER
TEAM INTERVENTIONS?**



TEAM INTERVENTIONS

TEAM COACHING

TEAM CONSULTING

TEAM BUILDING

TEAM FACILITATION

TEAM TRAINING



WHAT, IN YOUR VIEW, ARE THE BENEFITS AND LIMITATIONS OF THESE MODALITIES?

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TEAM INTERVENTIONS

TEAM CONSULTING

1. Widely variable
2. Consultant shares expertise
3. Gain additional insights
4. Minimal, advisory CR*

TEAM BUILDING

1. 1-5 days
2. Exercises by instructor
3. Enhanced Relationships
4. Minimal CR*

TEAM TRAINING

1. 1-5 days
2. Curriculum by trainer
3. Gain new knowledge or skill
4. Minimal CR*

TEAM FACILITATION

1. 1-5 days
2. Facilitator enables dialog in team
3. Gain clarity
4. Minimal CR*

*CR: Conflict Resolution

WHY TEAM COACHING?

TEAM INTERVENTIONS

TEAM CONSULTING

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TEAM COACHING

1. Longer term, months
2. Team and coach partner
3. Achieved goals | team sustainability
4. Integral CR*

TEAM BUILDING

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TEAM TRAINING

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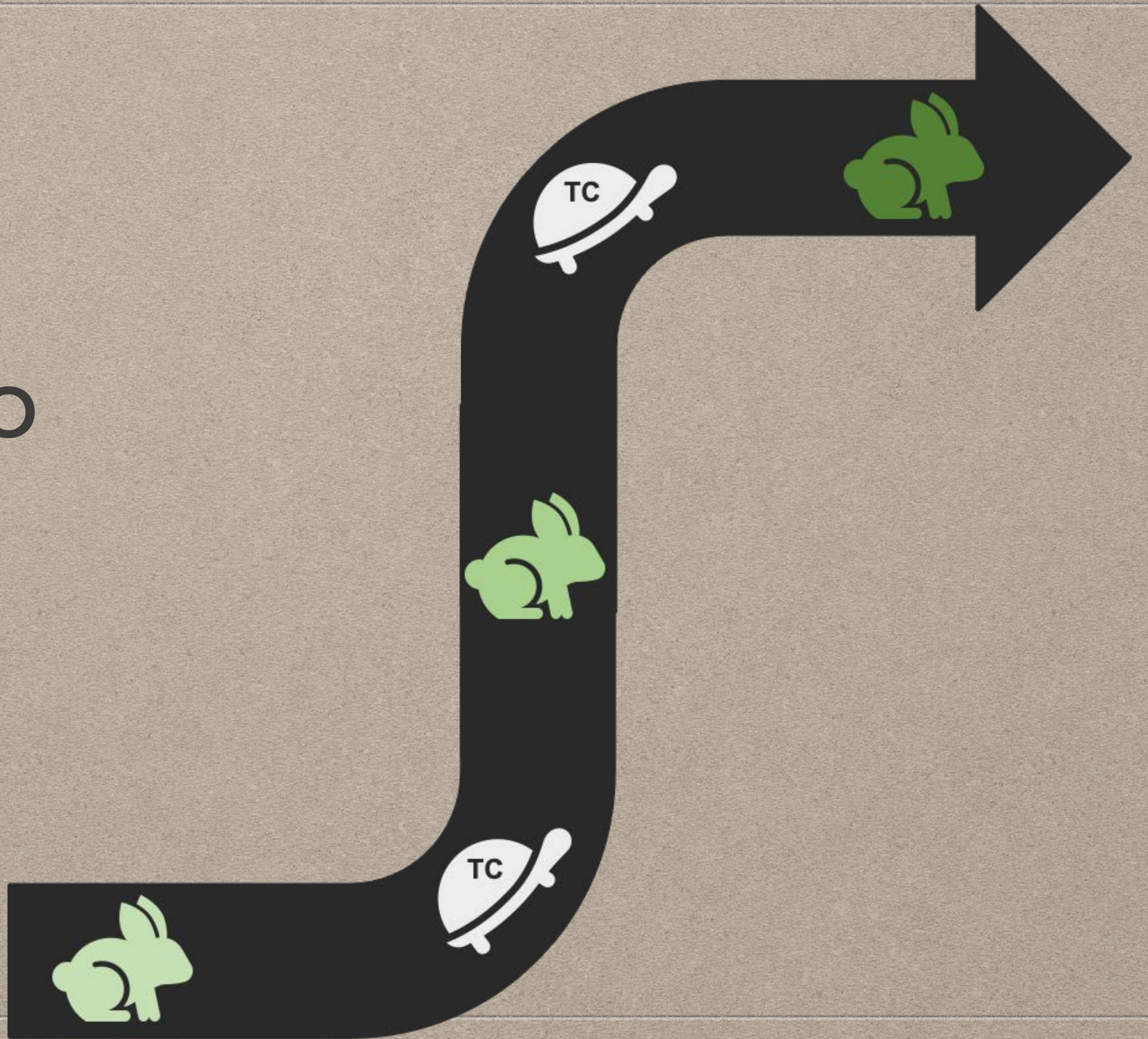
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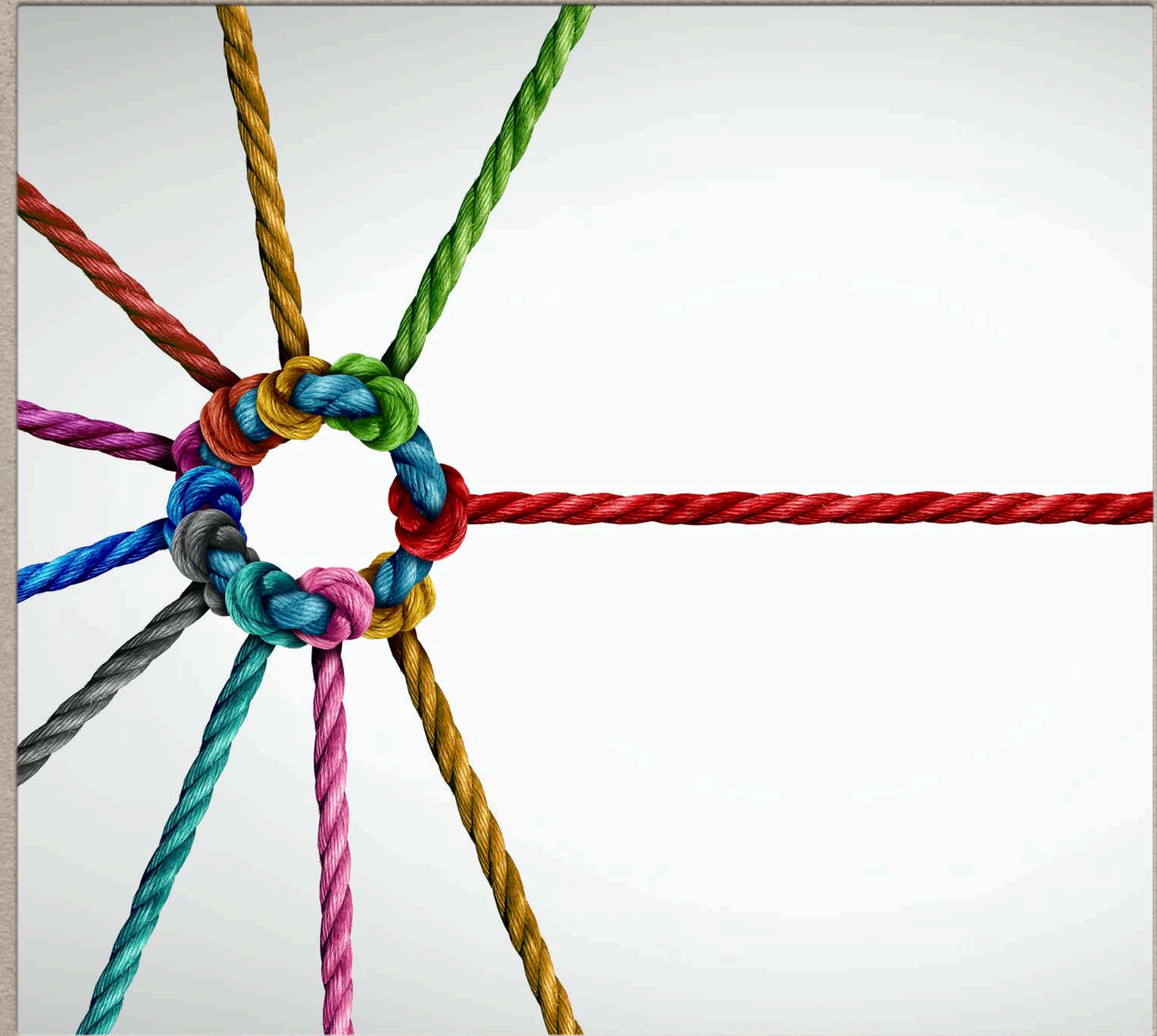
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**WHAT'S UNIQUE TO
TEAM COACHING?**

WHAT'S UNIQUE TO TEAM COACHING?

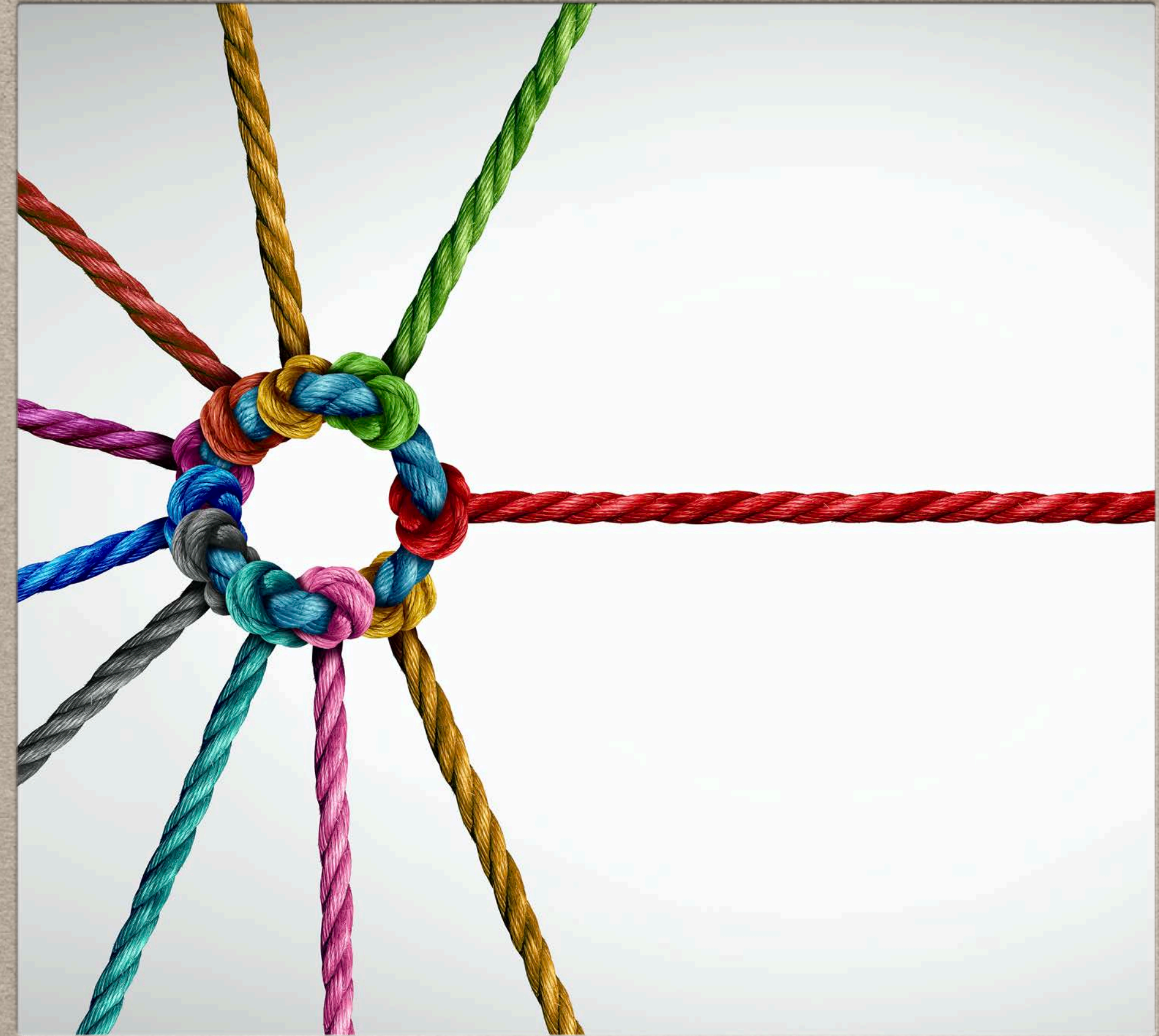


THE ICF LENS: TEAM COACHING COMPETENCIES



ICF COMPETENCIES ENHANCED TO ENCOMPASS TEAM COACHING

- #1. Demonstrates Ethical Practice
 - #4. Cultivates Trust and Safety
- #7. Evokes Awareness



#1. DEMONSTRATES ETHICAL PRACTICE

1. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders
2. Is sensitive to clients' identity, environment, experiences, values and beliefs
3. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders
4. Abides by the ICF Code of Ethics and upholds the Core Values
5. Maintains confidentiality with client information per stakeholder agreements and pertinent laws
6. Maintains the distinctions between coaching, consulting, psychotherapy and other support professions
7. Refers clients to other support professionals, as appropriate

+ **Coaches the client team as a single entity**
(#4 - *Promotes the team viewing itself as a single entity with a common identity*)

+ Maintains the distinction between team coaching, team building, team training, team consulting, team mentoring, team facilitation, and other team development modalities

+ **Demonstrates the knowledge and skill needed to practice the specific blend of team development modalities that are being offered**

+ Adopts more directive team development modalities only when needed to help the team achieve their goals

+ **Maintains trust, transparency, and clarity when fulfilling multiple roles related to team coaching** (#4 - *Partners with the team to identify and resolve internal conflict*)

#7. EVOKES AWARENESS

1. Considers client experience when deciding what might be most useful
2. Challenges the client as a way to evoke awareness or insight
3. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs
4. Asks questions that help the client explore beyond current thinking
5. Invites the client to share more about their experience in the moment
6. Notices what is working to enhance client progress
7. Adjusts the coaching approach in response to the client's needs
8. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion
9. Invites the client to generate ideas about how they can move forward and what they are willing or able to do
10. Supports the client in reframing perspectives
11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client

+ Challenges the team's assumptions, behaviors, and meaning-making processes to enhance their collective awareness or insight

+ Uses questions and other techniques to foster team development and facilitate the team's ownership of their collective dialogue

TABLE DISCUSSION:

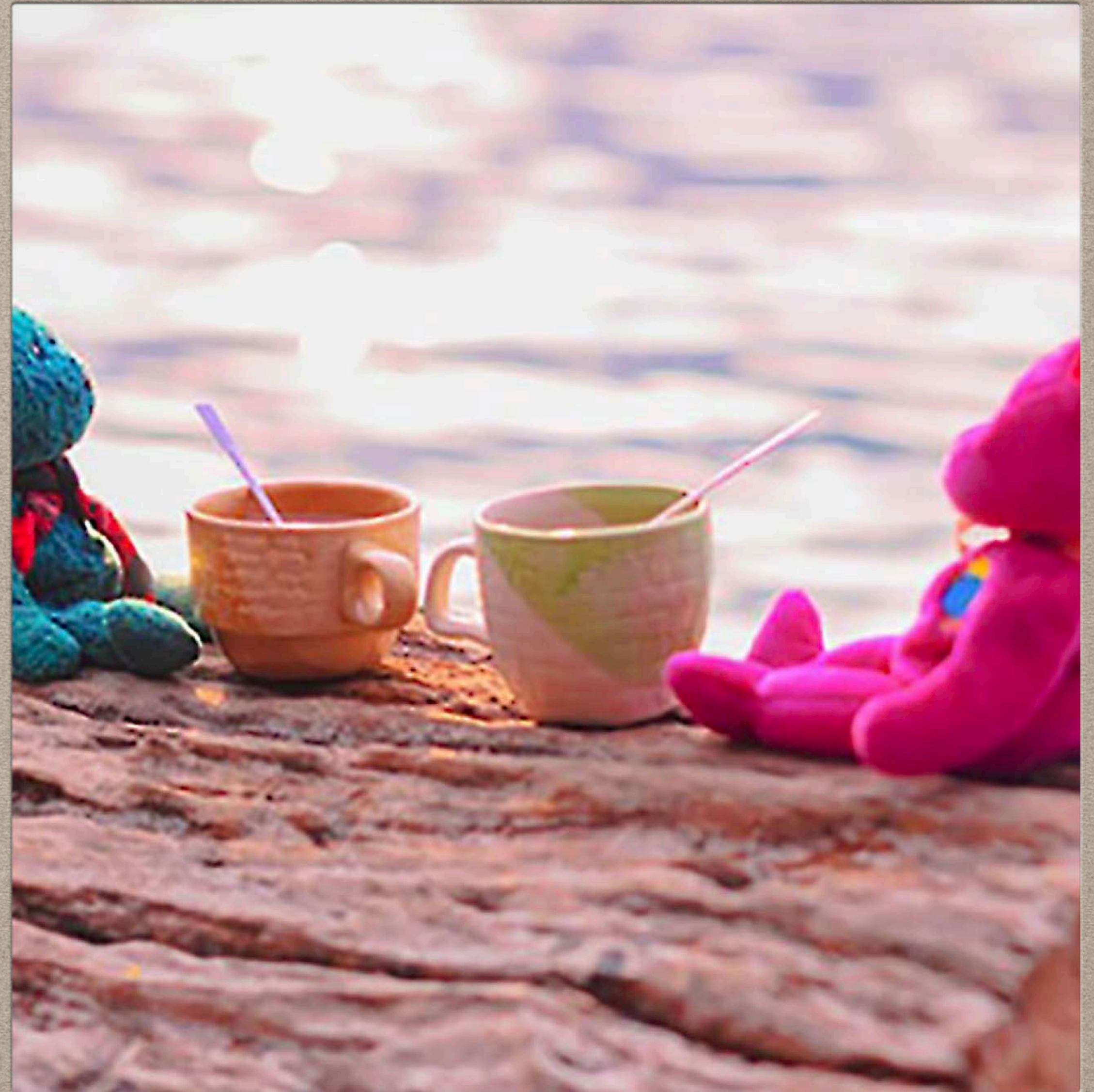
What are your realizations about the nuances of team coaching as they relate to the types of interventions and core competencies?

HOW DOES TEAM COACHING WORK?

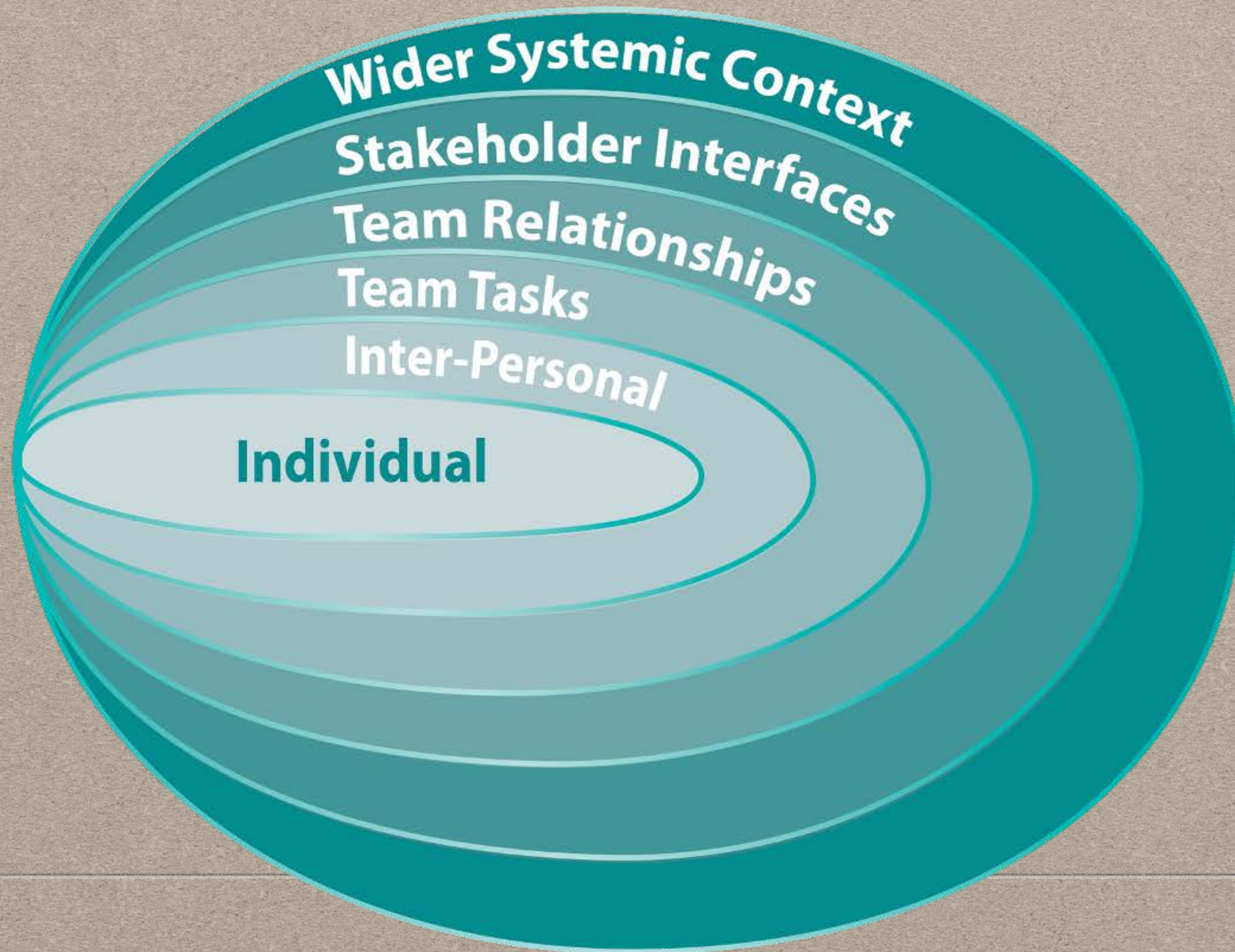


CO-COACHING

WHAT ARE THE BENEFITS?



THE SYSTEMIC NATURE OF THE TEAM



Lenses of the team coach

DISCUSSION IN PAIRS:

HOW GREATER AWARENESS OF A CLIENT BEING PART OF A
WIDER SYSTEM CAN ENHANCE THE IMPACT OF 1:1 COACHING?

ACTION PLAN



Contact us to get help
with your team, or a
team you know

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A QUOTE



**A team is not a
problem that needs to
be analyzed and
solved, but a potential
to be unfolded**



Daniel Meier

Merci pour votre attention

Louise Dufresne
Sylvia Larrass

