



## Learning with Experience LLC

### Team Coaching: Four Models and Frameworks

Unlike isolated team-building or training events, team coaching is a **hands-on, facilitated process that helps teams create a culture of productivity that's sustainable over time.**

Decision making, problem solving, alignment, accountability and effective communication are among the many skills a team can transform **while engaging in normal team business.**

With real-time observations, plus interventions that target the way they actually work together, teams **learn to be a real team.** They notice and adjust their own dynamics, becoming more powerful than a set of talented individuals merely operating in parallel.

Below are four possible frameworks that might kick off an impactful team engagement.

#### 6 Team Conditions Framework

*from HBS Research on Teams*

Six structural conditions can **predict up to 80% of the variance in team performance.**

This helps us identify 1-2 optimal places to intervene.

The **6 Conditions** approach also sets up brand new teams for the greatest possible success.

#### Team Building Without Time Wasting

*Marshall Goldsmith*

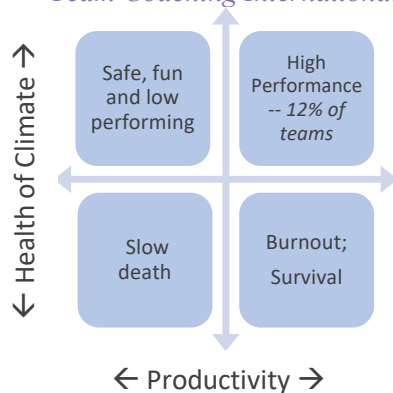
1-2 key areas are targeted for improvement.

Then a team is trained in a self-managed, structured “feed forward” process.

This enables the leader, the team as a whole, and each individual member to help one another get better over time.

#### 14 Team Performance Indicators

*Team Coaching International*



#### High Performing Teams: 7 Elements

*K&Co. Team Fitness Tool*

2 versions: Business or Health Care

- Climate (culture of positivity)
- Cohesiveness and alignment
- Change compatibility
- Shared leadership
- Group work skills
- Innovative thinking (*Business*) or Shared Learning (*Health Care*)
- Proactive contributions

To explore whether team coaching might enable your team to better achieve its objectives, please reach out for a complimentary 30-minute conversation. I'd be honored to help.

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