



Could team coaching make a difference to your business?

An article written and published by Southampton University Business School's Executive Learning Partnership (ELP) in April 2018 following a ZPD masterclass "Team Coaching: The New Frontier in Systems Leadership" held on 24 January 2018.

Members of Southampton Business School's Executive Learning Partnership discussed how to motivate and energize their teams at the latest monthly masterclass.

Three quarters of companies and organizations expect to be doing more team coaching in the next two years according to the latest Ridler Report on executive coaching. Dr. Declan Woods from ZPD Leadership Consulting – team coaching specialists - spoke about the triggers that suggest team coaching would be beneficial such as changes in its aims and purpose, when new members join, and the team takes on significant and new responsibilities, and in tackling dysfunctionality.

"Organizations need teams and they need them to perform. Often teams don't, and do not get the support they need to succeed," says Declan. "I work with human resources professionals to help them understand when teams in their organizations might benefit from team coaching and whether they are ready for it. Using our Middle Circle for Teams™ _diagnostic tool, we identify a team's strengths and any critical gaps as part of building capability and supporting the leader through team coaching."

"This was a very useful session, refreshing my knowledge as a coach and giving me some new tools to use," says Diana Allton from the Royal National Lifeboat Institution (RNLI). Mark Smith from CMA Recruitment adds: "The ELP Partnership offers thought provoking talks from high profile speakers. I thought this was a good mix of the theoretical and the practical."

For further information on team coaching, please contact Declan Woods on declan.woods@zpdconsulting.co.uk

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