

Team Coaching Engagement Roadmap

How we work with leadership teams, from understanding the system to lasting change in how the team works together.

PHASE 01

Inquiry

Understand the team and the system around it

1

Sponsor alignment

KICKOFF

Agree scope, priorities and success measures with the team leader and HR.

2

Team 360 launch

ONLINE SURVEY

The team leader invites team members and stakeholders to give feedback.

3

Confidential interviews

1:1

Conversations with team members and key stakeholders.

4

Observe the team at work

LIVE MEETINGS

The coach attends regular business meetings to see how the team operates.

5

Findings with the leader

1:1

Review Team 360 results and interview themes together.

PHASE 02

Design

Agree where the team needs to go and how to get there

6

Team debrief, part 1

HALF DAY

The team explores its 360 data and what it says about how they work.

7

Team debrief, part 2

2 HOURS

Agree 2–4 priority outcomes for the team.

8

Design the plan

2 HOURS

Sequence, cadence and how progress will be tracked.

9

Team alliance

3 HOURS

Working agreements for speaking up, disagreeing and deciding together.

10

1:1 coaching

AS NEEDED

Individual support for the leader and team members.

PHASE 03

Execution

Practice new ways of working in real time

11

Team charter, part 1

2 HOURS

Build a collective purpose and clarify what stakeholders need from the team.

12

Team charter, part 2

3 HOURS

Co-create the commitments the team will hold itself to.

13

Coaching in live meetings

ONGOING

Build new habits and learning rituals into business as usual.

14

Midpoint review

SPONSOR

Check progress against the priority outcomes.

Review & Sustain

90 MINUTES

Measure progress, celebrate, and agree how the team keeps it going. Sponsor wrap-up.



Team or coaching session



Sponsor touchpoint

Session lengths are typical and tailored to each team.