



AT A GLANCE...

A systems-based approach to team improvement creates greater clarity on what needs to change. It takes the focus off individuals and silos, and places it on the team as a whole. Teams become more aware, aligned, and committed to the collective growth and performance.

INCREASE PRODUCTIVITY & POSITIVITY WITH TEAM COACHING FOR PERFORMANCE

WHY SHOULD COMPANIES INVEST IN TEAM PERFORMANCE COACHING?



Increases team trust and bonding



Improves team productivity



Realizes sustainable higher results

Why Focus On Team Performance?

9 out of your 10* teams are not performing to their potential. In our highly competitive, rapidly changing global economy every organization feels the pressure to improve performance, and teams are your power to achieve that. Yet few of us are taught how to create sustainably performing teams.

Team Coaching Will Help You Close Your Performance Gap

What is team coaching and does it work? Team coaching is about your whole team partnering with a Churchill team coach over 6-12 months to focus on a sustainable improvement in your team's capability and performance. Churchill uses a proven team coaching methodology, we measure success, and hold each other accountable for improvement over time. Our work together is directly tied to your business goals and the work happens during team business meetings. This includes teams who are "VIM:" Virtual, International & Multicultural.

Churchill's methodology delivers on average, a 20% improvement in Productivity and Positivity scores. Many teams experience much greater improvement.

Less Than 10%* of teams rate themselves as "high-performing"

Source: *<https://teamcoachinginternational.com/business-case-team-coaching/>

Sustainable Benefits:

- A proven approach used by thousands of teams worldwide
- Uses everyday team language = fast adoption
- Assessment debrief creates a robust conversation about the team's baseline and desired change
- Assessments available in >20 languages, for deliver across your regions.
- Action planning with a clear team roadmap
- A cadence of team coaching over 6-12 months
- Local coaches to fit your language and culture.
- Case studies across industries, government, and many kinds of teams and levels

Leading to an average of 20% improvement in Productivity and Positivity, many see more

The Churchill Difference

How is team coaching different from other team development options? Team building “events” have limited impact because once the team goes back to work they suffer from the “forgetting curve,” which means they revert back to old habits that did not serve them. Another common approach to improve team productivity is to invest in the team’s leader. Theory says: By improving the leader’s abilities their team will improve. While we see a positive shift in doing this at Churchill, in most cases the improvement is not enough.

Sustainable team performance needs baseline team data, clear improvement goals, continuous experiential real-world practice, with real-time coaching and feedback, plus the ability to measurement improvement and celebration it.

A Process to Sustain Team Performance (vs a One-off Event)



- Prioritize investment goals
- Align on value and expectations of team investment

- Take team assessment to measure team’s 14 factors as baseline data
- Prepare for a high impact team workshop

Team workshop to:

- Prioritize 3 of 14 factors to work on
- Build action plan
- Create team Rules of Engagement
- Skill building based on chosen 3 factors

6 months of team coaching, during business meetings, to ensure team growth in 3 factors. Plus skill training as needed. Apply team strengths* to harness diversity and accelerate growth

- Repeat assessment to measure team’s progress, capture learnings and celebrate
- Team health “Check-ins” to sustain progress

*Clifton Strengths®

Available for in person and virtual teams

Churchill matches the best coach to your unique team’s needs. We use “Team Coaching International’s (TCI)” team assessments and methodology. This approach is built on two complementary dimensions. Teams need high **productivity** and need to be able to work as a collaborative relationship, we call that “**positivity**.” Within these we measure 14 proven success factors for sustainable team performance:

For Productivity:

1. Team Leadership
2. Accountability
3. Alignment (mission & purpose)
4. Goals & Strategies
5. Decision Making
6. Resources
7. Proactive (creative initiative)

For Positivity:

1. Communication
2. Trust
3. Respect
4. Values Diversity
5. Camaraderie
6. Constructive Interaction
7. Optimism

OUR METHODOLOGY FOR DELIVERING SUCCESS

Churchill brings you a large team of experts who are certified and experienced in coaching teams. They are passionate about working with teams and partner with your whole team over 6+ months to guide and coach you through 5 phases that include:

1. Measuring baseline of the 14 factors
2. Identifying priority factors to work on and creating goals with an action plan and roadmap
3. Team coaching for 6-12m as you work on your business
4. Training on skill and abilities needed, included creation of the team "Rules of Engagement"
5. Building team trust and "belonging"
6. Empowering your natural strengths
7. Harnessing your team's diversity
8. Holding you accountable to your goals
9. Measuring goal improvement
10. Doing team health "check-ins" to sustain your growth

Are you Ready to Close Your Team's Gap?

Remember, only 10% of teams rate themselves as "high performing." If any other large asset in your organization were underperforming by nearly 90% it would have your attention fast. Churchill offers you a reliable, repeatable way to close your team's performance gap with our TCI methodology – A practical, proven and most of all, measurable way to improve team effectiveness.

Start the conversation.

Contact us today to discuss your needs.

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888-486-8884

WHY CHOOSE CHURCHILL...

- ✓ **Real-world leadership experience.** Our 200+ Executive Coaches, Consultants and Trainers have rich leadership experience in private and public sectors as well as coaching and training certifications.
- ✓ **Strengths-accelerated approach.** Using CliftonStrengths® we accelerate the natural untapped talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, skills and capability.
- ✓ **A focus on outcomes.** We have high standards for our clients, and expect your organization to receive significant benefits from our partnership. As such we have a methodology for measuring results.
- ✓ **Global footprint.** Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery to meet your regional and cultural needs.
- ✓ **An agile and flexible partner.** Through building a high trust partnership we meet you where you are, to provide you what you need. We collaborate to deliver constant improvement and a laser focus on your unique needs.

“Our company has contracted with Churchill Leadership Group Inc. over 4 years to work with myself and the GTE Teams on recognizing and improving our leadership and management skills. From day one, when Churchill began to help us outline a strategy with the focus on “our strengths”, I knew we had found the right partner.”
-Michael, President, Gas Turbine Efficiency / A Division of Ethos Energy

