



TEAM COACHING FOR PERFORMANCE



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 their collective growth and performance.

WHY SHOULD COMPANIES INVEST IN TEAM PERFORMANCE COACHING?



To increase team trust & bonding



To improve productivity & positivity



To realize 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 potential to achieve that. Yet few teams are taught how to create that sustainable performance.

Team Coaching Helps You Close Team Performance and Capability Gaps.

What is team coaching and does it work? Customized team coaching is about your whole team partnering with a Churchill team coach(s) over 6-12 months to focus on a sustainable improvement in your team's capability *and* performance. We use a proven team coaching methodology, assessment data clear measures of success, and high accountability. Most of the work happens during team meetings and so is very relevant to your business. This investment is ideal for **executive/senior/critical** teams, including virtual, international, and 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/](https://teamcoachinginternational.com/business-case-team-coaching/)

Sustainable Benefits of our "Team Coaching International" (TCI) Methodology:

- Used by thousands of teams worldwide
- Everyday team language = Rapid adoption
- Assessment is available in >20 languages,
- Assessment debrief creates a robust team conversation about the team's current state and desired changes
- Co-created program roadmap
- Team coaching over 6-12 months
- Customized training to fit growth needs
- Local coaches to fit your language, culture, and delivery preference (in-person/remote)
- Case studies across industries, government, team types and levels



The Churchill Difference

How is team coaching different from other team development options?

Team building “events” have a limited impact because once the team goes back to work they suffer from the “forgetting curve,” which means they revert back to old habits and behaviors that did not serve them. Another common approach to improve team productivity is to invest in the team’s leader. The theory says: By improving the leader’s abilities their team will improve. While we see a substantial positive shift in doing Executive Coaching for Team Leaders at Churchill, often the improvement is not enough to impact the whole team in ways necessary. 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 celebrate it!

A Team Coaching RoadMap to Sustain Performance



- 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 TEAM 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 unique team to customize a 6+ month growth experience, guiding and coaching you through the following phases:

1. Measuring baseline of the 14 Team Performance factors
2. Identifying factors to work on and creating goals, action plan and roadmap
3. Team coaching for 6-12m as you work on your business
4. Customized training on mindsets, behaviors, and skills as needed
5. Building team trust and “belonging” - inc. creating team "Rules of Engagement"
6. Empowering your natural strengths with CliftonStrengths® iftonStrengths®
7. Harnessing your team's diversity
8. Holding you accountable to your goals
9. Measuring goal progress and performance improvement
10. Periodic Team health “check-ins” to sustain your growth



Your Local Partner Globally - The Churchill Difference

Powerful coaches who care. Our 400+ bench strength of highly credible Leadership and Team Coaches bring you rich leadership experience from the private and public sectors, as well as coaching and training certifications.

Outcomes focused. 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 and our experiential learning is focused on outcomes.

Strengths-accelerated methodology. Using CliftonStrengths® to harness the untapped talent you already pay for, we accelerate the natural talent in your people, for more authentic and sustainable growth, and to maximize new leadership mindsets, soft skills and capability.

Delivering sustainable learning solutions. Our high-impact, client-tailored "Learning Journeys" ensure your leaders and teams grow the sustainable new skills critical to success. Thus avoiding the "forgetting curve" so often seen from one-off workshops.

Global footprint to scale as you grow. Churchill's team is diverse with experts across North and Latin America, Europe, Middle East and Asia-Pacific. We can scale delivery and languages to meet regional and cultural needs.

An agile, reliable, and flexible partner. Through building a high-trust partnership we meet you where you are, to provide the best solutions. We collaborate to deliver constant improvement and a laser focus on your unique needs.

Info-security compliance. We take data security seriously and have implemented governance to protect your data

Certified Women-Owned. Support and celebrate partnering with a Certified Women-Owned Small Business.

Ready to Become A Strengths-Based Organization?

Contact us today to discuss your needs.

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