



# Performance Coaching for Teams

Team development specifically tailored to each team's requirements. Working with every individual to improve individual and team performance, this is an absolute 'must' for any organisation seeking to improve the results of their teams.

Within every high performing organisation, teams interact and communicate in a way that produces a multiplier effect to their productivity. The collection of a group of people pooling their skills, talents and knowledge creates major gains for individuals, the organisation itself and ultimately their customers.

Yet far too often many teams experience conflict, resistance, frustration or simply apathy because they fail to harness the wealth of collective capability into a format that works seamlessly.

Performance Coaching International has developed a unique approach specifically aimed at teams to:

- Build accountability and shared responsibility to improve performance and results
- Develop higher trust levels between team members to improve rate and flow of knowledge-sharing

- Increase individual motivation that is aligned to both team objectives and organisational goals
- Promote improved understanding of individual strengths to accelerate team effectiveness
- Ensure better decisions are made because more opinions and perspectives are accessed for a balanced viewpoint
- Provide individuals with a vested interest in their organisation's success, and develops feelings of 'emotional ownership'

“Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work.”

**Vincent Thomas Lombardi**

# A multi-layered approach

Optimising team performance demands working simultaneously with three 'systems'; the team, the individual members of that team and the organisational goals, visions and values. When all three systems work this increases the flow of productivity.



The way that Performance Coaching International achieves this is by seeking to:

- 1. Understand** the situation from each systems' perspective
- 2. Diagnose** the precise elements that are blocking performance
- 3. Identify** a customised programme of development based on the diagnostic phase
- 4. Implement** the customised coaching intervention
- 5. Monitor** results using pre-identified success indicators

“Working with an executive coach in this group format, is a collective way of transforming and enhancing individual, team and organisational performance.”

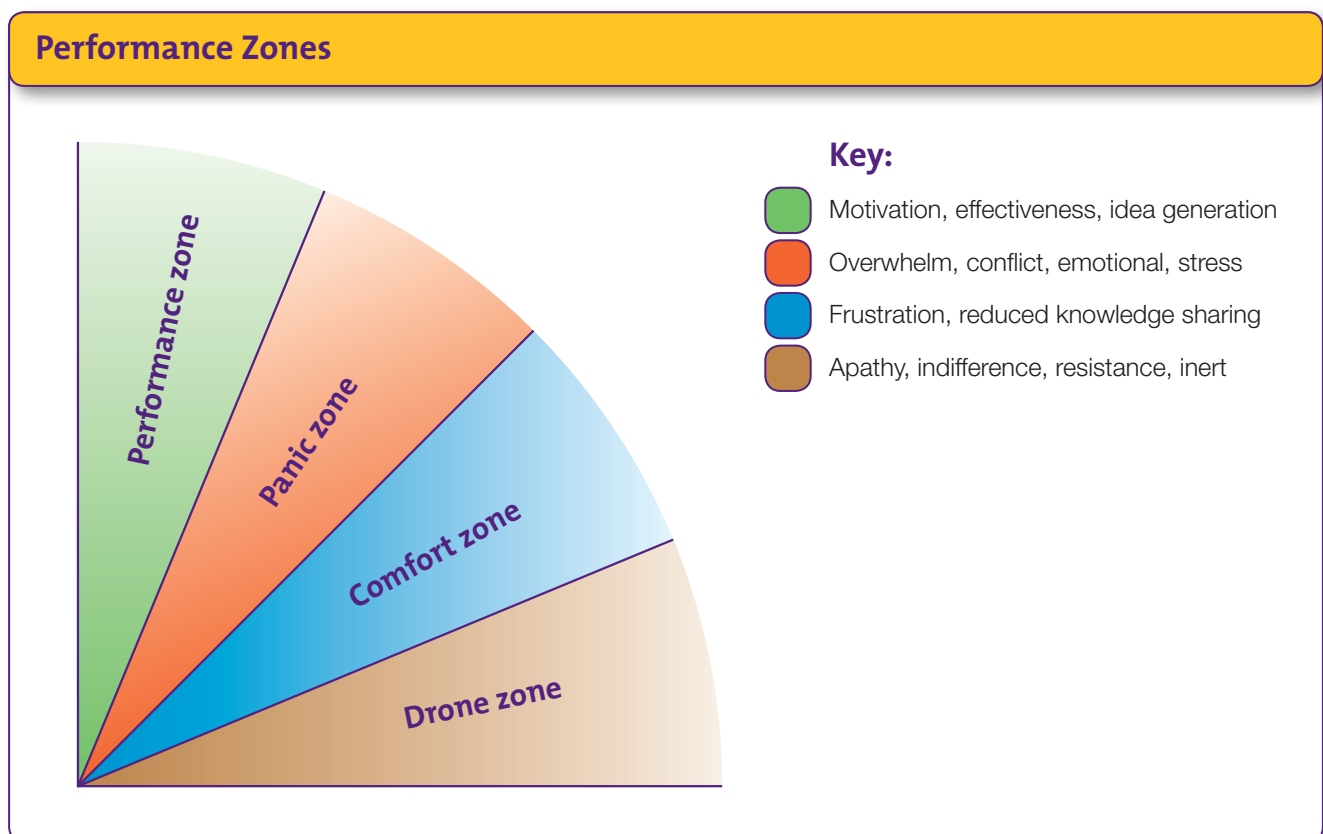
**Kevin McAlpin, Performance Coaching International**

# Many team applications

Based on feedback gained from organisations that have implemented Performance Coaching for Teams, the types of teams who benefit the most from this programme are teams who are:

- under performing for any reason
- showing signs of dysfunctional relationships and/or conflict between team members
- about to implement a cultural change driven by the leader or organisation
- given increases in targets where the past and current performance levels creates a shortfall
- tasked with solving complex problems and challenges
- operating in a cross functional role, yet work with a territorial or a silo mentality
- formed to complete a 'one-off' project where the team function is temporary

Ultimately, Performance Coaching International are able to quickly identify the characteristics of the zone where the team is currently operating, before implementing a series of actions to increase their capability to perform.



“Synergy creates new untapped alternatives; it values and exploits the mental, emotional, and psychological differences between people.”

**Stephen Covey**

# Performance Coaching International

As one of the leading executive coaching organisations within the UK, our award winning success over the last decade can be attributed to four core strengths:

1

**Our coaching team** – over the last decade we have assembled a team of leading corporate coaches with diverse backgrounds, extensive specialist expertise and a variety of styles and approaches. This allows us to select the best coach to meet each team's specific needs. Having undertaken a rigorous selection process, all our coaches are highly trained in our signature methodologies.

2

**Extensive research** – having conducted coaching focused research with over 15,000 individuals globally in conjunction with Brunel University, these findings pioneered a highly effective coaching approach that has been successfully tested and proven with thousands of individuals. With the introduction of new theories, we like to put them to the test first to assess their measurable impact.

3

**Unique models** – with a plethora of groundbreaking coaching models that set us apart from other coaching organisations, we pride ourselves on being the company that is truly on the cutting-edge of coaching and development. Combining tried and tested approaches with new, innovative techniques ensures our coaches have an impressive array of tools that fast-tracks the benefits gained from each intervention.

4

**Rapid results** – with growing demands placed on busy executives we aim to provide a balance between levels of support, and challenge to increase performance easily and with speed. Every team coaching intervention specifies then monitors the desired outcomes, making it easy for each organisation to measure and assess the return-on-investment.

To find out how your teams can turbo-charge their performance and productivity, contact Kevin McAlpin on **+44 (0)1708 510 345** or at **[info@performancecoachinginternational.com](mailto:info@performancecoachinginternational.com)**

“The strength of the team is each individual...  
the strength of each individual is the team.”

**Phil Jackson**

Passionate about people and performance



**Performance Coaching  
International**