

Coaching to Enhance the Leadership Team | Fact Sheet

PURPOSE	DESIGN	DELIVERY	TIME
<i>A simple, cost-effective process, to lay the foundation for creating team and personal development plans which can be monitored, leading to improvements in the effectiveness of the leadership team.</i>	<i>An exploration of any issues with the team, followed by a 360° or team feedback process with team members. Feedback is facilitated through a workshop, concluding with clear action plans for individuals and the team.</i>	<i>Onsite or online discussion with the team. Online 360° or team feedback process. Feedback facilitated either onsite or online.</i>	<i>Team discussion 2 hours, 10 - 15 minutes to complete the 360° or team questionnaire, 1-hour individual feedback coaching sessions, and 3-hour team workshop.</i>

Would you like to *help your good teams function even better*? Or is your *team not functioning as well as it should*? Thornhill offers a **simple, cost-effective process, which lays the **foundation for creating team and personal development plans** which can be implemented and monitored.**

“Does your company have an effective leadership team?” Ask an employee that question and they can probably give you an immediate answer. Ask them what makes the team effective and you will probably receive a vague response or different answers. “Everything just seems to run smoothly” or “everyone knows what they have to do” or even “the boss greets me by name”. Like many important things in life, it is easier to recognise good leadership than to define it.

It is even easier to know when a company is not well led. Any number of dysfunctions will give that away, often even to a casual observer: leaders don’t trust each other; staff may be disengaged; work is inefficient, and the company just “doesn’t feel right”.

THE PROCESS

Thornhill offers what you need to begin the process of helping your teams to function better.

First Thornhill will provide the skilled facilitation to help you explore what needs to change for everyone to consider and agree. This will happen through a structured discussion with all team members.

Second Thornhill will use one of its tools to help the team really understand any issues. This could be through one of our 360° leadership questionnaires, our team performance review, or a team effectiveness survey.

Third the Thornhill facilitator will take the team through a half day discussion which will end with a clear plan of action to strengthen the team function over a period of time. The contribution of each team member will be clearly defined, and they will commit to their role.

This process will direct the way and its value will be greatly enhanced if followed with further support which could take the form of:

- » Individual coaching sessions to support team members to maximise their contribution, and/or
- » A follow-up group coaching session about three months later, to review progress and decide on how to consolidate the steps taken.

Thornhill will work with you to plan this follow up and has both the coaches and the tools to implement it with you.

AREA OF APPLICATION

- » This process is valuable to help good teams function even better by enabling them to identify areas for further improvement. It can also be valuable when a leadership team is faltering, and some external facilitation is required to identify problems and plan a progressive recovery.

KEY BENEFITS

- » Improved team functioning leading to greater productivity and lower stress levels
- » Improved understanding of the contribution each team member will make to team functioning
- » A mechanism to check progress and reset if necessary.