



ICF Gauteng Chapter Event

Thursday 24 June 2010 at 19h00 at Bryanston Country Club

1. Sharon Jansen was the MC and welcomed the group for the evening.
2. Guest Speaker – Helena Dolny author of Team Coaching -
Helena's book is a collection of thoughts and stories of South African coaches sharing their theory and practice, commonality, divergence, their shared learning and debate
Helena set the room up for the participants to sit in a large circle so that we could interact as a group on the topic.
Various topics were introduced and all attendees had a chance to share their thoughts in the broader group and in pairs. The following is the information captured on the flipcharts:

What the Team Coach achieves that the Team Leader as Coach may not be able to achieve:

Name the dynamics

Name the elephant in the room and deal with it

Can enjoy high level of trust

Coach as conductor to the music of the Team and individual

Maintain confidentiality of info

Less ltd, less likely to be attached to outcomes

No agenda

Objectivity

Less likely to have blindspots

Not part of the politics so emotional energy freed up

Context less likely to help

Empowered accountability

Facilitate space for growth

Not labeling, not judging not biased

Access to info

Political license to do things differently

Can bust the myths – ignorance is bliss

Be bold and challenging

Transient

Maintain independence

The team leader can learn a lot about the team

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Can give feedback

See individual as well as team

Has no history

Team leader (TL) is in a position of power, may be inhibited or inhibiting.

External coach/Team Coach (TC) = transient catalyst – moving a team to be more capable than they were before – perhaps adding skills training

The TC is not a “player” – the TL must become a “player”

TC can ask questions TL won't, can't or hasn't thought to ask

TC can bring people to insights

TC has clarity of distance

TC can use powerful questions that are not intimidating

Confidentiality – pre interviews before session

Generic Points to always remember when Team Coaching:

Contracting

Pre work

Confirmation of internal leader

Confirmation of starting point & process

Inclusion of drawing on/Creating space for experience

Create “safe” environment

Identify shifts

Get personal commitment and accountability as part of closure

There was enthusiastic debate around: What happens when dissonance occurs?

“In the moment” - acknowledge both parties when there is conflict
and

Should team coaching be recognized and taught as a distinct discipline?

All agreed yes to various degrees but did agree that you do need advanced team facilitation skills –a “bag of coaching tools” which One on One coaching may not have

Insight: Go into team coaching well prepared – be ready for multi faceted outcomes

The evening was interactive lively and fun.

3. Next meeting and close

Feedback forms are available on the website for comments
(Check under previous events)

Thank you to all who participated

The next event will be the 29 July 2010

We look forward to seeing you all at the next event.