

lead, inspire, succeed



Transforming Teams Platinum Programme

The key to team transformation is commitment. Top teams work on their own development as hard as they do on products and services. That's what we help yours to do – and keep doing...

Get the job done with less pain and better results...

- **Be clear about what you want to achieve**
- **Have shorter, sharper meetings, and make things happen**
- **Challenge the beliefs that hinder progress**
- **Build more trust, engagement, resolve resilience, and energy**
- **Get a team with verve and impact – that's powerfully led**

Ring a bell?

Why do teams not achieve as much as they could? Pulling in different directions? Hidden agendas? No accountability? Responsibilities not clear? Deference to senior views? Uncertain goals? Weak leadership?... Does this sound familiar? Maybe you've tried to address some of this with away-days. These can be effective but might be too short to get to grips with some of these long standing issues. You'll find our Transforming Teams Programme is very different.

You'll work with us for an agreed period (3 months to 1 year) to achieve deep and lasting team transformation.

Think, act and behave differently

You'll see your people grow in confidence, stature, resolve and problem-solving ability. Soon they'll be raising hitherto 'unmentionables' – and tackling them with enthusiasm. Blind spots will vanish. There'll be a growing collective awareness of what is missing from team discussions and what might be damaging members' confidence. Those difficult conversations will begin. And we'll be there to facilitate.

It really is transformational

It's tough but it's transformational. Suddenly people will be crystal clear about what you want to achieve. They'll openly challenge the beliefs that hinder progress. There will be more trust, less fear, more engagement, resilience, energy and credit-sharing. You'll see a team with verve and impact, powerfully led, achieving your goals.

Transforming Teams Programme – three essential stages...

1. **Team Perceptions report**, based on talking to each team member.
2. **Contracting**. A half-day session to plan how we'll work together.
3. **Team Transformation**. Coaching starts at a two-day, residential event.

'None of us is as smart as all of us.'

Ken Blanchard
'The One Minute Manager'.

And this is still just the start...

'Good is the enemy of great.'

Jim Collins
'Good to Great'.

The sessions that are vital

The first residential event will tell us all what must be done to achieve your goals. After that, we'll book a series of regular team coaching sessions according to our joint view of the workload. These sessions are vital to **keep you and your team active, motivated and accountable**. It's like personal fitness training. How many people quit if they're left to their own devices after the first session?

Our way, you can't funk it. Regular sessions with us will consistently improve your team's awareness, ability and performance. **You'll move measurably closer to your goals and, as your team see this, their enthusiasm will grow with every session.**

Plus — we'll hold a review session half way through your team coaching programme and at the end.

Transforming Teams Programme

'Team Coaching has helped us to develop our understanding of what we need to do to be a High Performing Team. Our team meetings and discussions and decision making are now much more purposeful. We are much better able to constructively challenge and hold one another to account. Thanks to Lois and Lynn we are now exploring the benefits of coaching across the organisation.'

Mark Ford Chief Executive,
High Peak Community Housing

Leadership Coaching
Team Coaching
Coach Supervision
Coach & Mentor Training
Facilitation

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- Confidential one-to-one discussions
- Team Perceptions Report
- Costed recommendations

- Ground rules
- Feedback
- Agree accountability
- Set relationship foundation

- Intensive 2-day residential
- Set goals, dates and targets
- Understand team dynamics
- Examine behaviours
- Resolve conflicts
- Initiate changes for success
- Follow-up sessions

These are the three core elements of every Transforming Teams Programme. But you might want to tailor your Programme by adding:

- **360° feedback**
Objective views from everyone whose judgement matters — peers, managers and colleagues whose opinion is valuable.
- **Direct input**
You can bring us into your meetings to help you make them more effective
- **One-to-one coaching for individuals**
- **Facilitation of conversations between individuals**
- **Final report**
You have the option of a final report at the end of the programme, together with recommendations on how your team can maintain its success.

Talk to us now about transforming your teams from 'good' to 'great'...

We work with you and your teams to grow performance way above the sum of your parts. Most of all, we help you uncover and realise your own potential to lead, inspire and succeed.

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