



Webinar on Team Coaching: Questions and Answers

1. How are individuals 'transformed'?

A) Individuals are 'transformed' because of discovering something that is so powerful they 'can't' go back. I've seen many individuals have a transformational experience by experiencing the PLP (Peer Learning Process). They are forever different people. It is very simple yet very powerful. People change when they discover a new way of doing things. The combination of the 5 disciplines and the tools that bring these 5 disciplines to life is 'life changing' or transformational. For some individuals it will take months and for others it will take less than an hour.

2. How does each member share leadership and be part of the team's success?

A) Individuals can contribute to 'sharing leadership' in many ways – 1) chairing a meeting; 2) planning and organizing a meeting; 3) taking on one part of the agenda; 4) playing another role in a team meeting like note-taker, timekeeper; 5) joining a subgroup in taking on some next step or activity. 5) Simply being engaged.

3. How does a coach motivate teams to work together?

A) Ask for Help. Good Contracting - (Request) what you want or (Offer) what you can. The SRWR is a very engaging / motivating activity. So is Walk and Talk. So is R&D (Reflection and Dialog). LIM Coaches have many appropriate tools to engage teams. Our strategy is to offer tools that encourage 'supporting' instead of 'reporting'.

4. What is a good diagnostic path to determine how to start the team coaching program?

A. Ask the team leader to invite every member of the team you will coach to send one question that s/he thinks the team should be thinking about or working on in your upcoming workshop. Edit, organize and add if necessary to these questions. Then put them into a Survey Monkey. Send it out to the team with the request to answer every question knowing that the survey is

anonymous but not confidential. Then sent the report to the team a few days before the workshop. Writing and answering the questions is very engaging and offers a great diagnosis of what is relevant to this. Have an R&D (Reflection and Dialogue) Session during the workshop to make meaning. An Open Space session will give the team time to work on one or more aspects of the report. The report is theirs -- their questions and their answers.

5. What was the biggest challenge Dr. Beaver had in asking for help?

A. Having the courage and the humility to say, "Team I'm proud to be your MD. But I need your HELP. I don't have all the answers. You also don't have all the answers. But together we do. There is no limit as to what we can do IF we work together. Will you please share the leadership of this hospital with me?" I've never seen anyone ask for help and NOT get it. It is like magic.

6. How do we respond to "difficult" teams?

A. Difficult teams are usually difficult for some very good reasons. In my experience it is because they have not been asked – "What do you think?" By asking this question sincerely you will usually get great answers. By inviting the team to join you in addressing these questions they will. Thus, turning a difficult team into a team that is adding value. We all want to add value. We simply need a good process and a genuine interest in our thoughts.

7. In the tree example, what is the challenging element of shared leadership?

A. Taking the first step. Showing the way. Demonstrating the power of one that leads to the power of many.

8. What roles do tools (Walk & Talk; SRWR; Fist – Five; etc.) play in individual and team transformation?

A. Tools provide the means to an end. As a result, they can be very effective when in the hands of a competent, confident, certified and courageous team coach. Team Coaches like mechanics need to know the tools at their disposal and how and when to use them. LIM's TCCP (Team Coach Certification Program) does just this and more. An aspiring team coach will learn team dynamics, LIM's 10 ARL (Action Reflection Learning) Principles, LIM's 5 Disciplines, and over 40 tools. Collectively these principles, concepts, disciplines and tools can be used to help any team anywhere become higher performing, more profitable and have more fun .. and therefore, create a Shared Leadership Culture – where TGIT (Thank God It's Today) replaces TGIF (Thank God It's Friday).