

TEAM STAKEHOLDER CENTERED COACHING AGENDA

DAY ONE

8:00 **Section 1 – Team Coaching Overview**

Participants are oriented to the skill practice nature of the workshop. The fundamental purpose of the training is the increased readiness of participants to apply sound, coaching skills to help teams achieve positive long-term change in behavior. Flow and phases of typical 12-month team coaching assignment.

What is different between One-on-One Stakeholder-Centered Coaching and Team SCC

The typical circumstances and client needs that may call for team coaching are reviewed. We will cover the role of Team Sponsor and Team Leader, the relationship between team and individual goals, and some of the distinctive skills coaches bring to team coaching.

Section 2 – Managing the Relationship with the Team Sponsor/Team Leader

Contracting with the Sponsor—Skill Practice Trios

This skill practice session deals with the process of working with the Team Sponsor to ensure that he/she provides clear direction and resources to the team, and that he/she holds the team accountable and champions the coaching project at the executive level.

Preparing Leader for Kick-off Meeting--Skill Practice Trios

This skill practice session covers the agenda for the kick-off meeting, establishing ground rules and decision-making process for choosing goals and how to prepare the Team Leader to be successful in his/her role.

Section 3 – The Kick-off Meeting

Introducing the team to SCC principles and process—Skill Practice Trios

This skill practice provides an opportunity to introduce a team to the SCC principles and process in an enthusiastic, effective manner.

12:00 LUNCH

1:00 Facilitating Team choosing the team goal--Skill Practice Fishbowl

This skill practice covers the steps involved in facilitating a team to choose a team goal.

Facilitating conflict over picking the team goal--Skill Practice Fishbowl

This skill practice focuses on situations in which the team has difficulty reaching a consensus on its goal. We cover decision-making processes, cost/benefit analyses, and other methods to help teams assess tradeoffs and agree on a goal.

Explaining the Steps in Involving Stakeholders--Skill Practice Trios

In this skill practice session, each participant picks one of the 7 Steps of Involving Stakeholders to story tell/explain.

Q & A of content from Day One

5:00 End of Day ONE

DAY TWO

8:00 **Sections 4 & 5 – Implementation, Follow-Up & Sustaining Success**

After-Action Assessment of Team's 1st Mini-Survey Results with the Team---Skill Practice Fishbowl

This skill practice utilizes the four-question "After Action Assessment" process to help the team analyze the results of their first mini-survey.

Reviewing Team Mini-Survey Results with Sponsor--Skill Practice Trios

In this skill practice, the Coach meets with the Team sponsor to review results of the final mini-survey conducted at the end of the coaching engagement and discusses overall impact of the project and how to ensure the team continues to improve.

Final Transition Meeting after 2nd Mini-Survey Result--Skill Practice Fishbowl

This skill practice focuses on helping the team reinforce and sustain success after the formal coaching process ends.

12:00

LUNCH

1:00

Section 6 – Team Stakeholder-Centered Coaching Labs

In Trios participants practice coaching in a situation of their own choosing

From a list of 10 common situations a coach may face in a team coaching engagement, participants will practice rotate between the coach, actor, and observer role.

2:45

Section 7 – Selling Team Stakeholder Centered Coaching

Participants will learn an approach to help monetize the value of a Team Stakeholder Centered Coaching engagement.

Q & A about Team Stakeholder-Centered Coaching

4:00

End of Day