

Frequently Asked Questions -

Teams365 Coaching Groups for Team Leaders (New, Aspiring and Experienced Team Leaders)



The Teams365 Coaching Group is a group coaching process, designed to support new, aspiring and current team leaders in the areas of:

Personal Leadership:	Team Leadership:	Team Effectiveness	Relationship Management Skills:
Vision	Communication	Six Factors of a High Performing Team	Stakeholders
Values	Delegation	Vision	Influence
Strengths	Time Management	Norms/Agreements	Relationship Management
Styles - DiSC	Coaching	Cohesive Team	Managing Up and Managing Down
Emotional Intelligence	Conflict Management	Values	
	Performance Management		
	Presentation Skills		
	Engagement/Styles		

The program is offered in two formats - a six month coaching group, which meets twice a month as a group, and a four month coaching group which meets three times a month as a small group. Group size is typically 3-6 participants. Groups meet by phone or skype, unless the program is delivered internally.

These are coaching groups, and as such, the focus is on supporting you to deepen your understanding and awareness as a leader around these areas. You will be paired with a group of 2 -5 other leaders over the course of four or six months, meeting on a regular basis for coaching, and dialogue. Just as your senior leaders may have executive coaches, in these modules the coaching process is brought to you in a peer environment. You will also be holding an individual coaching call each month with Professional Coach, Jennifer Britton.

For those interested in training, please explore the Teams365 Team Leader Foundations, a series of ten training modules focusing on skill development and knowledge acquisition in key areas related to leadership such as Presentation Skills, Virtual Team Leadership Foundations, Conflict Resolution, Coaching Skills for Leaders. These programs are offered online and can also be delivered in-house.

What is group coaching:

Coaching is not counselling, nor is it training. The focus in coaching is on supporting you in taking action and gaining awareness around your key goals. Group coaching is a collaborative learning experience, led by a professional coach. Conversations will include larger group dialogue, small group dialogue, individual reflection and an invitation to journal.

What's included in my registration:

Your registration includes the materials and calls for the four- or six month process. This includes:

- Group calls - one hour each, twice a month for six month groups, and three times a month for four month groups
- Individual calls - one individual coaching call each month (30 minutes for six month groups, 45 minutes for four month groups)
- Weekly module notes which accompany the materials including resource links and any other materials you will need for the call. You are encouraged to read through these
- Invitations to join Jennifer and other leaders at the Coaching Gym, twice a month. This is a "Drop in" opportunity for coaching and conversation
- Some programs have optional video content which you can view.

What do I need to participate?

Calls are usually held on a US based bridgeline. All team members are responsible for their own long distance charges in connecting with the bridgeline. We recommend that you connect using a land line, rather than a cell phone to ensure call quality. For international callers, you may find that skyping into the bridgeline provides a clearer connection. Speak to us about your particular needs.

In addition to the phone connection, each week we you will be asked to take action towards the goals you have set for yourself in the program. You will be defining what those action steps will look like.

How often do we meet?

In a six month group coaching group you will meet:

- Twice a month as a group for two one hour calls
- Once a month an individual 30 minute coaching session
- Plus you are invited to drop in to the Coaching Gym on a bi-weekly basis during Jennifer's hours. Typically 30 - 45 min each two weeks - this is open to all participants of the Teams365 Coaching Gym. Hours change each month.

In a four month coaching group you will meet:

- Three times a month as a group for three one hour calls
- Once a month for an individual 45 minute coaching session
- Plus you are invited to drop in to the Coaching Gym on a bi-weekly basis during Jennifer's hours(30 -45 min each two weeks). This is open to all participants of the Teams365 Coaching Gym. Hours change each month.

How many people will I be with?

This is a small group process, and group size typically varies between 3-6 leaders per group. You will be working with the same group throughout the entire group process.

What is the time commitment?

If you are enrolled in the six month group coaching process you will have 2 hours of group calls, a 30 minute individual coaching call. You can also expect 15-30 minutes of preparation as a minimum between calls.

Throughout the program we will also share with you a wide range of resource links (podcasts, readings) which are optional for you.

What if I have to miss a call?

The coaching group is richer because of everyone's active participation. If you do have to miss a call, they are recorded and you can catch up after the fact.

How do I bring this into my own organization?

We would be happy to discuss how the Teams365 Series of programs could benefit new, emerging and experienced leaders at your organization. Group Coaching programs can be customized if you have developed your own internal leadership process, or we can deliver the Teams365 programming.

To discuss your needs, please contact Jennifer Britton by email at info@potentialsrealized.com or (416)996-8326.

Programs can be delivered in person (depending on location) or virtually.

Coaching group size is usually capped at 6-8 and training sessions at 15

Who leads the program:

At present, the program is led by Professional Coach Jennifer Britton. Jenn is a former team leader herself, and spent the first 13 years of her career working in the international sector with organizations including the United Nations. Since 2004, Jenn has developed award winning training programs, and has delivered thousands of hours of leadership training and coaching to professionals and team leaders from a wide variety of sectors including safety, transportation, public sector, health care, mining, pharmaceuticals and education. Jenn is the author of two books who have made Amazon's top 10 in Business and Consulting. You can learn more about her at PotentialsRealized.com or our Teams365 About Page. She is supported by a number of other facilitators and coaches who may be involved in some of the training.

I'm ready to go. How do I get started?

Reserve your spot online at <http://www.coachingteamleaders.com/group-coaching.html>. If you want to register offline, please contact us at (416)996-8326 or email info@potentialsrealized.com.

WE look forward to having you join us!



Jennifer Britton, MES, CPT, PCC, BCC
Potentials Realized and Teams365 Lead Coach

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