# Team Coaching

Within a very short period of time, emotional, sometimes conflictive dynamics can arise within groups, departments and teams. Employees relate to each other, which leads to cooperation and competition among them. This is a source of insecurity for leaders because they cannot relate to this dynamic. In this workshop, you will learn how to support your team through coaching without solving the team's problem for them.

## Key objectives

- Identifying situations that are suitable for team coaching
- Mastering intervention techniques and conversation behavior
- Practicing conversation techniques for group situations
- Being aware of group dynamics within teams
- Advising teams in conflicts
- No need to be afraid of conflict

## Course content

- One's usual role in groups
- Developmental phases of groups
- One's own conflict behavior in groups
- Conflicts and conflict-solving strategies
- Handling emotions in conversations
- Exercises for questions-oriented conversation technique
- Role change between coach and team leader

## Who should attend?

Leaders who supervise teams, departments or project groups and who would like to support people in solving their problems themselves. Employees who supervise team members not reporting to them and who must therefore rely on coaching as a guidance tool.

## Your benefit

You will be introduced to conversation techniques that will help you support teams in solving their conflicts and problems themselves. Depending on the situation, you will select the appropriate role, thus facilitating the team's long-term development, which will eventually take a burden off you as a leader.

## Methodology

- Introductory presentations
- Practice and feedback
- Practical role-play
- Peer-to-peer consultation
- Analysis of actual cases
- Reflection on personal experiences

## Organisation

- Maximum number of participants: 12
- This workshop can be booked as an in-house event.
- Duration: 3 days
- A, D, CH & CEE-Countries

*"I have discovered a role which was entirely new to me and I am excited about the fact that I do no longer have to solve all my team's problems."*

Participant quote