



A Description of Team Integral Coaching

Integral Coaching© is a powerful method of helping individuals to grow in areas that are important to them. Now the method is being adapted for use with intact teams.

Like individuals, teams have a unique, but often predictable, path of development. One of the best known team theories is Tuckman's "*Forming, Storming, Norming, Performing*" - but there are many other developmental theories that apply to team development. The Team Coach is well-versed in these theories, as well as Integral theory, other Organization Development research and Human Systems Dynamics.

The Team Coach assesses the Current State of a team, and helps them to identify a compelling Future State that creates energy for change.

Together, the team and the Team Coach set the scope of the coaching program.

Through regular "Team Coaching Sessions" (usually one a month) team members learn together and try new behaviours, processes and practices. In-between the coaching meetings, all members engage in practices and homework to apply their learning to the "real world of work." The Coach facilitates team meetings to debrief their experience and helps to plan ways to imbed the Future State.

In conjunction with the Team Coaching there is the opportunity for some or all of the team members to receive personal Integral Coaching©. This means each team member will develop specific and targeted leadership capabilities that will also impact on the overall development of the group.

Integral Coaching for Teams is different from traditional "teambuilding" because it is not an event-based process, nor does it happen outside the context of every day work and business challenges. Instead it is based on human and systems development theory about what it takes to change behaviours and to sustain the change. When the team being coached includes the Executive Leadership Team, their collective development has a profound positive impact on the culture of the organization.

