

**RTC TEAM
COACHING™**

STRENGTHEN &
DEVELOP YOUR TEAM
IN JUST 3 MONTHS



BUILD A STRONG TEAM WITH THE POWER TO SUCCEED

Asking a team to pull in the same direction is a task in itself. Throw into the mix Covid 19, the need to work virtually and globally, whilst reliant on technology and in a matrix structure then that task has become even more challenging. The bottom line is that being part of a team is even tougher than ever.

RTC Leadership Team Coaching™ is designed for those who work within a team. By identifying different personalities and enabling the team to recognise their own strengths and limitations, Team Coaching with RTC can make a tremendous difference to work skills, camaraderie, loyalty, commitment, and critically, productivity.

Which teams could benefit from RTC Team Coaching™?

- Teams working remotely now or forever
- Teams facing new or exceptional challenges, or tougher targets
- Global or virtual teams scattered in territories around the world and lacking cohesion.
- Teams coming together before or after a merger
- Teams facing high levels of conflict due to the complexity of the task or priorities.
- Teams with priorities and wasting time, effort or money
- Teams performing under a new leader
- Teams which could benefit from being able to think more creatively
- Teams where members have multiple reporting lines or face competing priorities and divided loyalties



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I must thank RTC for the great Team Coaching sessions. We increased our knowledge of each other while and at the same time leaving with effective actions to move us on as a team.

Juliette Scott Group Leader, ebay

THE PROGRAMME



Step One Half day workshop

Team facilitated discussion to identify any issues within the team impacting on people, performance and progress.

Completion of a team coaching profile to analyse performance skills required for future success.



Step Two Feedback

Outputs from the team culture, the profile shared with individuals and team members, also, supported by other psychometric feedback.

An executive level 360° assessment from relevant colleagues, managers and directors and a one-to-one feedback session with an RTC coach for all team members



Step Three Group & individual coaching

Four to six group sessions with the whole team. Assessment outcomes will determine content but indicative subjects might be leadership, working style, collaboration, influencing, handling stakeholders.

Personal coaching sessions with a coach who has been matched to each team member

CASE STUDY

JACOBS®

Jacobs Engineering is one of the world's largest and most diverse providers of professional technical services.

Jacobs was the initiator of Team Coaching for their internal Process Group which was newly formed under Vice President Selma Hunter. She wanted her team to become highly skilled leaders, to deal effectively with the complexities of their projects, and with the dynamics of the expanding department as they won more business.

This process team which was comprised of engineers, at the top of their profession, were given psychometric profiles and 360° feedback from leader, team and colleagues.

This was the baseline for their professional development plans and also the overall Team Coaching programme. Because the team were scattered geographically on a variety of projects they came together for their leadership sessions one day every month. It was the mixture of individual coaching and team seminars that proved so successful.

As a result of the psychometric feedback, leadership interventions and team building achieved with regular meetings, this group exceeded their financial targets by a multiple of 4. And all of this with a new group just formed at the beginning of the year!

Feedback from participants

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This was a great forum to bring team members together and get to grips with what makes teams work

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Team Coaching helped provide personal insights into yourself and fellow team members to create a better understanding of each other

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Very useful skills and techniques to use as leader of my own team

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We learned to be open and honest with each other

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BOOKING & FURTHER INFORMATION

Schedule an appointment here

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