

PiE Team Coaching Model[®]

Intervention

Preparation

Do I need a co team coach? If so who and how will we work together?

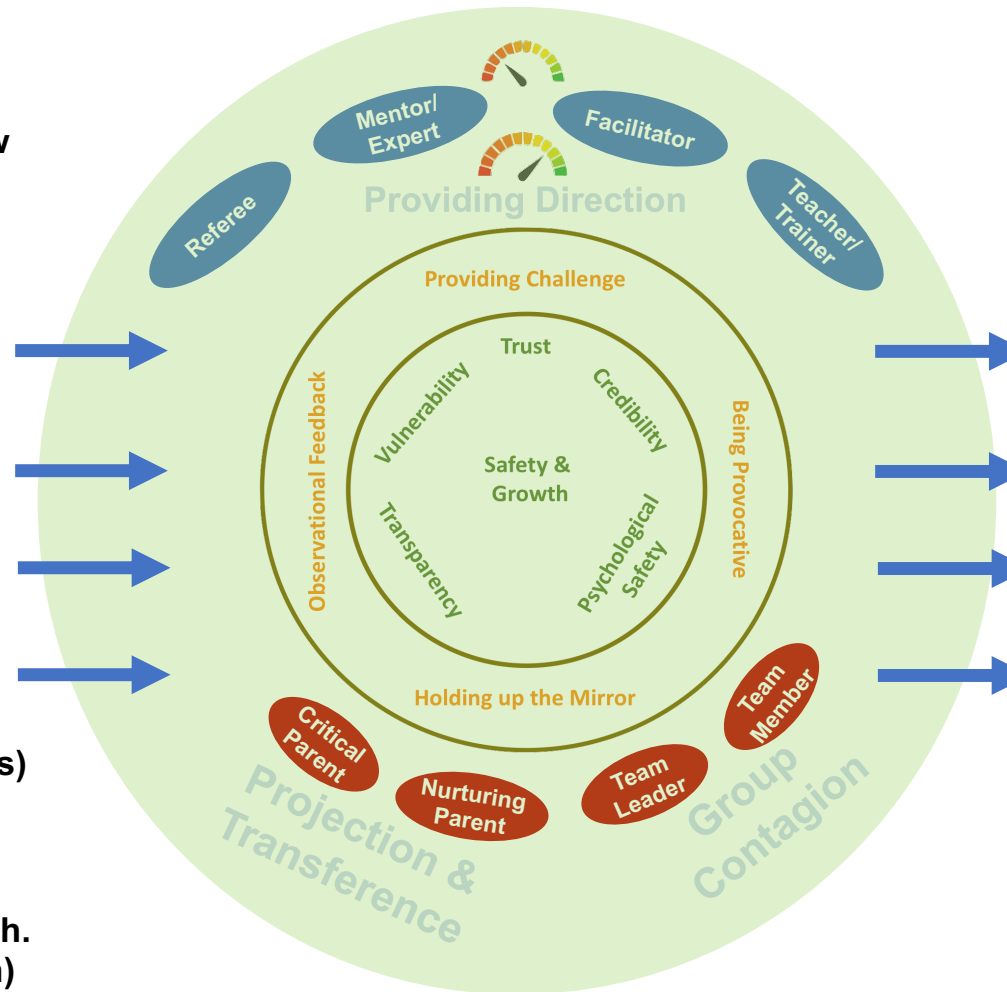
Do I coach the team leader?

What special care does the team leader need?

Do I coach other team members?

How will I gather insight for the assignment and from whom? (team members and stakeholders)

How will I structure the assignment? (number of sessions, frequency, length. Fluid or planned approach)



How am I evaluating the success of my team coaching?

How am I taking care of myself? (self care and external support)

What patterns/themes are emerging in my work? How am I developing as a team coach?

How am I engaging in reflective practice? (including with co team coach)

Evaluation

SUPERVISION

Ethics and boundaries
Issues of self-deception
Contracting
Apprehension about starting the work

Understanding how the work is impacting on the team coach – triggers, projection, countertransference and feelings towards team members
Container to download
Emotional space to replenish energy
Standing back and refreshing approach

Endings
Stepping out, leaving the team resourced
Processing any 'hangover' from the work
Space to reflect on the quality of the work