Intervention

Preparation

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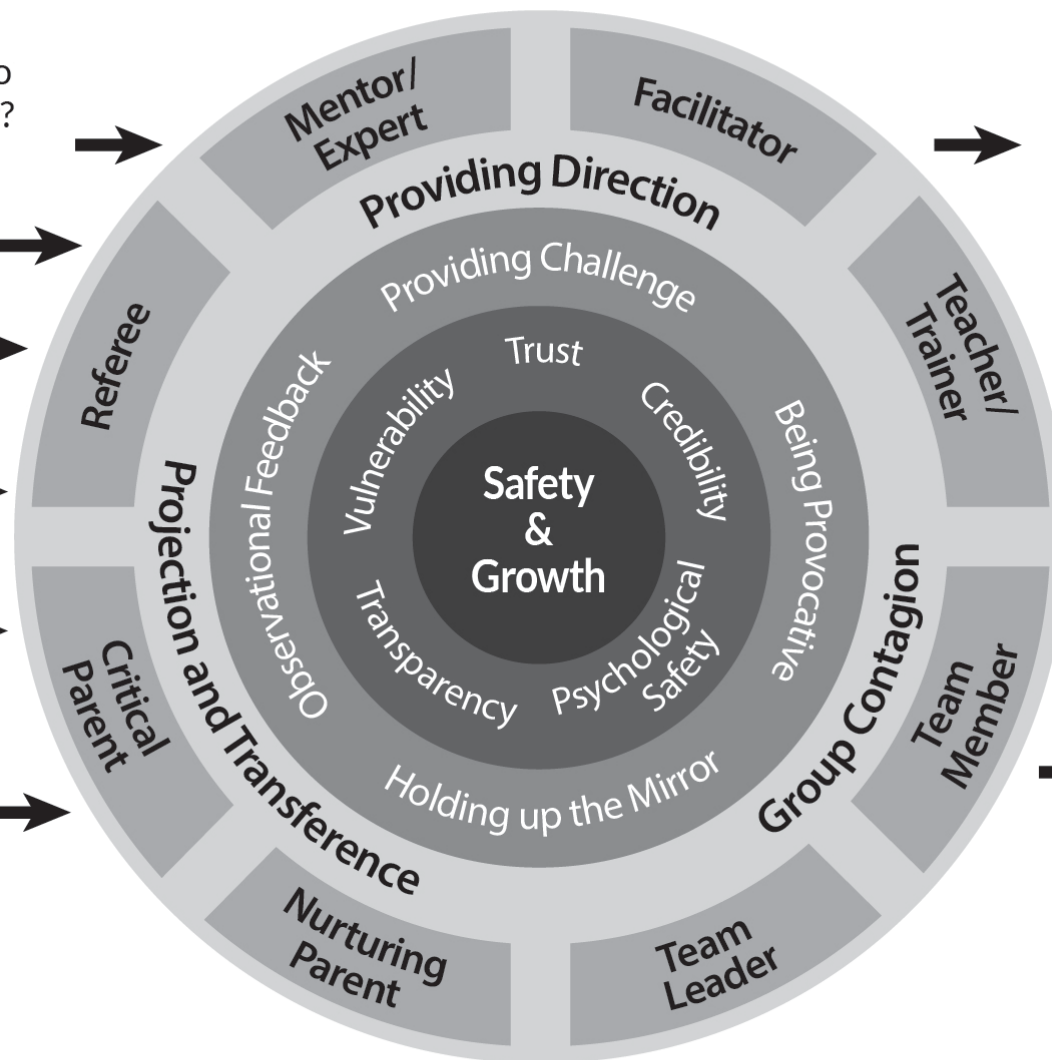
Do I coach the team leader?

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)

Evaluation

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-coach)

(Wheel diagram labels)

Mentor/ Expert — Facilitator — Providing Direction

Providing Challenge

Referee — Teacher/ Trainer

Trust

Observational Feedback — Vulnerability — Credibility — Being Provocative

Safety & Growth

Projection and Transference

Transparency — Psychological Safety

Critical Parent — Group Contagion — Team Member

Holding up the Mirror

Nurturing Parent — Team Leader

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
Emotional space to download and 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