



stellar
leadership group

Better leaders delivering better outcomes

Coaching Teams

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WHAT IS COACHING TEAMS?

Coaching teams or “Team Coaching” involves guiding and supporting a group of individuals to work together more effectively, fostering a culture of collaboration, communication, and shared accountability, ultimately driving improved team performance and achieving collective goals.

COACHING LEADERS

Most people are familiar with 1:1 coaching, either they have been coached or heard about it. Coaching in a professional sense is a relationship with a professional, accredited coach who provides support and challenge in a series of coaching sessions to enable you to fulfill your goals, be that developmental, career, or even personal.

Different from mentoring as a mentor may offer advice, opportunities for support, and do some “telling”. Whereas a coach will do lots of “asking”.



COACHING TEAMS

Team coaching isn't all that different in concept or theory, apart from it involves the whole team. It assumes every member of the team is equal and that they all want to develop the team to be better to enable better individual, team organisational, and system performance.

It is different from team building, which might be a one-off away day session focusing on how the team gets things done; and it is different from facilitation which might be a one-off session to deliver an outcome like a strategic plan for example. Team coaching focuses on the why (purpose) the what (strategy, plans, implementations), and the how (behaviour, conflict, and communication).



COACHING TEAMS PROCESS

We may be called upon to assist new teams in their initial setup or provide periodic support, like an annual or biannual tune-up, when a team seeks improvement, similar to servicing a car.

Often we will be asked by a leader to help them with a team where there are indicators that things are not quite right. Performance might not be up to scratch, relationships might be a bit adrift, or the team might be floundering in some other way.

Regardless of the reason for our involvement, our approach remains consistent. We aim to understand your current position and desired destination, collaboratively devising a roadmap that all team members can endorse. Subsequently, we will work alongside you to achieve these goals.

The process is outlined below with some more details on our methodologies over the next few pages.

AGREEMENTS

We will agree the outcomes you seek, where you are prepared to go, and what you are prepared to do.

DATA GATHERING

We will gather lots of information. We might use psychometrics, questionnaires, interviews, data, etc

WORKSHOPS

This will usually lead to a series of workshops with the whole team, groups of teams, or your organisational system. Here we will work through what the data is telling you and co-create the areas you want to progress and develop.

DEVELOPMENT PLANS

We will exit having agreed with you, on your future self-directed development and agree when to re-assess the progress you have made.

COACHING TEAMS DATA GATHERING

We utilise our unique psychometric tool, **The Stellar Model®**, to evaluate your team's well-being and growth stage. This tool comprises 16 questions that can be answered in about three to five minutes, the answers offer us valuable insights on which areas to focus on for your team's development and enhancement.

The Stellar Model® was introduced over a decade ago for leaders and teams, this model has evolved while keeping its questions consistent. It has enabled us to collect insightful data from numerous participants throughout the years. To track progress, we suggest having your team fill out the questionnaire at the start of our partnership and then either 6 or 12 months later. Every team we have assisted has made significant advancements. Interested in exploring more about the eight elements of team success? Read more about them below or *download our more detailed booklet - [The Stellar Model of Team Maturity](#).*

Purposefully

This means explaining the WHY of the team or organisation. Questions we ask include; What is the purpose of this team? What are we here to do? Is our purpose aligned with our values?

Strategically

This means having a vision, and a long-term plan with actionable goals. Questions we ask include; Have we got a vision, a strategic view, a plan? Can all our teams see the thread from idea to action?

Accountably

This means setting expectations, holding to account & delivering on commitments. Questions we ask include; Do we know how to hold each other to account, without it being personal, do we do what we say we will?

Decisively

This means making clear decisions, at the right time & communicating them effectively. Questions we ask include; Can we make good decisions? Are they well executed and communicated?

Clearly

This means being clear about people's roles, clear about what needs to be done, & giving clear feedback on people's performance. Questions we ask include; Is everyone clear on their role? Can we give clear feedback to each other and communicate clearly?

Kindly

This means leading with compassion, being kind & having an agreed behaviour code that demonstrates the values. Questions we ask include; Do we support each other, have we got each others' back? Are we nice to each other, kind, and compassionate?

Vulnerably

This means asking for help, admitting mistakes, being open & having high levels of trust. Questions we ask include; Do we trust each other enough to share when we fail, or ask for help? Do we let colleagues in, enough to create trust?

Curiously

This means holding a curious mind about your own reactions, and how others show up in conflict situations, you can't be curious and defensive at the same time. Questions we ask include; Can we hold our judgments of others lightly, can we be curious about our differences and deal with them well?

The questionnaire collects input on whether each element can be assessed as "All Working Well," "Work in Progress," or "Not There Yet." This helps direct attention to areas that need support and improvement through collaborative efforts.

HOW WE FACILITATE TEAM COACHING

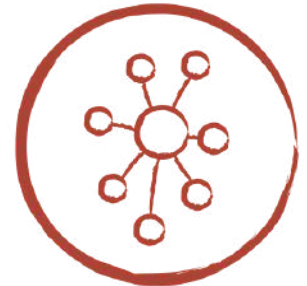
There are various facilitation styles. We emphasise both task-oriented aspects (identifying what needs to be covered or accomplished in the workshop) and maintenance of relationships within the group. Addressing any arising issues and acknowledging tensions, we focus on the necessary work in the room to foster team development only once we establish a secure, trusting environment where everyone can contribute their best efforts by being their authentic selves.

Our Specialisms

COACHING TEAMS

Using the STELLAR MODEL® to diagnose the health and maturity of your team. From that baseline, you'll test new ways of working, tools, and techniques you can implement straight away to improve your processes and relationships. Our aim is for you to notice, name, and act on our interventions to improve. We run workshops, away days, retreats, supporting strategic thinking and accountable implementation underpinned by productive team relationships.

You kept us accountable, helped us to connect and gave us a pathway forward and a way to navigate. It was the first time the team actually stopped and listened to each other.



COACHING LEADERS

Coaching individual leaders face to face, over the phone, or on any virtual platform. We have several highly qualified and experienced coaches and coach supervisors, and we also use our experience to mentor leaders through change and turbulence.

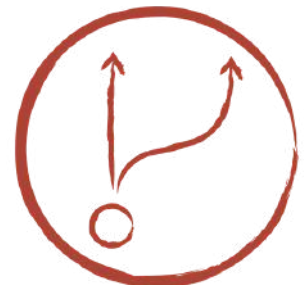
I really enjoyed the sessions and went home exhausted and challenged after each one. It's been very thought provoking and has created some space for me to reflect on what is important to me, what I'm aligned to and where I'm really looking to be.



DELIVERING OUTCOMES

We support boards and senior teams to plan for the future, enabling accountable delivery of strategic goals. We run strategic planning workshops, and support organisations to design and implement delivery goals by enabling delegation, expectation setting, and accountability across the organisation.

"When renewing our 5-year plan, Stellar Leadership Group were critical in not limiting our thinking to historical practice."



DEVELOPING LEADERS

We run a range of leadership programs and stand-alone master classes in leadership topics for all levels in organisations. We have a specific program of events for female leaders under our FLAG program (Female Leadership & Growth).

Huge thanks to you for helping us mature as an organisation with a designed leadership development program, it has been an excellent development initiative and we will see the benefits in the future.



RESOLVING CONFLICT

We have lots of experience in helping co-workers resolve conflict. Whether it is interpersonal, professional or issues-based problems, our simple and effective method, based on well-evidenced and researched theories has a very high sustainable success rate.

"The team come in and help you talk, and really listen to each other, then find ways to communicate well as professionals."



Why work with us?

We are a bit different. We help you see the problems and the solutions AND we get stuff done and make sure it works before we leave. We understand that you know what needs to be done, we help you get it done, and share our skills.

We want you to be able to sustain what we put in place, and we put effort into transfer skills as we work, making your investment sustainable for the future.

[Click HERE to find out more about our work and our future events and publications](#)



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