

A DEVELOPMENT PLAN FOR A TEAM COACHING PAIR

Like any other team, two coaches working together need to demonstrate teamwork – only more so, because they must be role models for good teaming. So, like the teams they coach, the pair should have their own team development plan.

While there is no single “best practice”, here are some practical guidelines:

1. Have a regular process of learning review. This should include:
 - a. Noting issues for reflection that arise during the coaching
 - b. An initial wash-up after each coaching session
 - c. A more detailed review of learning a few days later, after individual reflection
 - d. A substantive conversation at least twice a year, to develop and monitor a co-learning plan
2. Identify your strengths and weaknesses as a team. Consider:
 - a. When are you most and least in flow?
 - b. Where do your skills overlap and complement each other?
 - c. Where are the gaps?
 - d. How do your respective coaching and presenting styles change when you are together compared to when you are apart?
3. Identify opportunities for co-learning
 - a. What do you want to learn from each other?
 - b. What do your client teams need you to learn?
 - c. What individual learning does each of you want to achieve and how will you integrate this into the partnership?
 - d. How will you share learning from other team coaching assignments, where you are not coaching together?
4. Review your team coaching process
 - a. What assumptions should you question?
 - b. What can you learn from how other team coaches approach assignments? (Who are you benchmarking with?)
 - c. How do we measure success?
5. Prepare together for supervision
 - a. What recurring stuckness do you experience?
 - b. What do you find it difficult to discuss together?
 - c. Do we have sufficient conflict of ideas to maintain our development as a team?
6. Seek the stretch that takes you from good to great
 - a. What new concepts and approaches might enhance our practice together?
 - b. Shall we learn these together, or separately (and combine our learning)?
 - c. How can we identify and engage with team coaching situations that will challenge us positively?
7. Review the team coach team as a business
 - a. How is our market evolving?
 - b. How is our team identity evolving within our market?
 - c. What are the implications for our co-development?