

COACHING FOR TEAM PERFORMANCE



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TRAINING CENTER



Introduction

A team's performance rarely improves through instruction alone; it improves when someone helps the team think for itself. The Coaching for Team Performance Training Course develops that capability in leaders and team facilitators. Participants learn to coach individuals, facilitate team conversations, and use collective coaching to lift how the whole group works. Furthermore, the course covers the GROW model, team diagnostics, and coaching through performance challenges. In addition, it addresses conflict, accountability, and measuring team coaching impact. As a result, participants return able to coach for team results rather than individual fixes alone.

Coaching for Team Performance Course Objectives

- Distinguish team coaching from individual coaching and facilitation.
- Apply the GROW model to individual and team coaching conversations.
- Diagnose team effectiveness and identify coaching priorities.
- Facilitate team learning conversations without taking over.
- Use powerful questioning and active listening at team level.
- Set shared performance goals and accountability with the team.
- Coach teams through conflict, friction, and unequal contribution.
- Align individual development with team performance objectives.
- Embed coaching routines into team meetings and reviews.
- Measure team coaching impact with capability and performance KPIs.

Course Methodology

- Instructor-led sessions combining coaching theory with live team practice.
- Team diagnostic exercises and coaching triad practice with feedback.
- Case studies of team coaching in corporate, public, and industrial settings.

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- Role-play exercises on team conflict and performance conversations.
- Group workshops building team coaching plans and measurement frameworks.
- Continuous knowledge checks and a final assessed team coaching project.

Who Should Take This Course

- Team leaders and department managers.
- Supervisors responsible for team performance.
- HR and learning and development professionals.
- Internal coaches and team facilitators.
- Project and programme managers leading teams.
- Professionals building a coaching approach to team leadership.

Coaching for Team Performance Course Outlines

Day 1: Team Coaching Foundations

- What team coaching is and where it differs from individual coaching.
- When to coach the team versus coach individuals.
- Coaching versus facilitation, mentoring, and performance management.
- The coach's stance: curiosity, neutrality, and restraint.
- Team coaching agreements, boundaries, and confidentiality.
- Common traps when coaching a team you manage.
- Workshop: identifying team coaching opportunities in your team.

Day 2: Core Coaching Skills for Teams

- Active listening and silence within group conversations.



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- Powerful questioning addressed to the team, not one person.
- Summarising themes and confirming shared understanding.
- Surfacing unspoken issues without assigning blame.
- Giving feedback at team level using the SBI model.
- Managing dominant voices and quiet members.
- Workshop: coaching skills practice with observer feedback.

Day 3: Diagnosing Team Performance

- Team development stages according to Tuckman.
- Running a structured team effectiveness diagnostic.
- Applying the RACI matrix to clarify roles and interfaces.
- Identifying friction points, overlaps, and handover gaps.
- Setting team performance goals from diagnosis.
- Building team charters and working standards together.
- Workshop: completing a team diagnostic and prioritising coaching needs.

Day 4: Coaching Through Team Challenges

- Coaching through conflict and interpersonal friction.
- Addressing free-riding and unequal contribution.
- Coaching when motivation and engagement drop.
- Coaching teams through change and uncertainty.
- Coaching following a setback, failure, or missed target.
- Maintaining accountability without becoming directive.
- Workshop: coaching a live team challenge scenario.





Day 5: Embedding Coaching and Measuring Impact

- Coaching routines in team meetings and reviews.
- Building team capability with skills matrices and development plans.
- Linking individual development to team KPIs.
- Measuring team coaching impact: delivery, quality, and engagement.
- Continuous improvement in your team coaching practice.
- Building a personal team coaching development plan.
- Workshop: presenting a team coaching plan and impact framework.

Conclusion

By successfully completing the Coaching for Team Performance Training Course, participants will have acquired the knowledge to diagnose team effectiveness, coach individuals and the group together, facilitate learning conversations, address conflict and uneven contribution, and set shared performance goals. They will also gain the ability to embed coaching routines into team practice and measure coaching impact on delivery and engagement. Furthermore, the course prepares leaders to improve how the team works, not only what it produces. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready team coaching.

FAQs



Q1 What is the "Coaching for Team Performance" course about?

It is a practical programme on coaching teams rather than only individuals. It covers team coaching foundations, active listening and questioning at team level, team diagnostics with the Tuckman model and RACI clarity, coaching through conflict and uneven contribution, embedding coaching routines, and measuring coaching impact on team performance.

Q2 What are the key benefits of the "Coaching for Team Performance" course?

Participants gain the ability to raise team capability rather than solving each problem themselves, which reduces dependency on the leader. The course improves team diagnosis and role clarity, lowers friction and unequal contribution, strengthens accountability and engagement, and gives leaders measurable indicators of coaching impact on delivery and quality.

Q3 What skills will I gain from the "Coaching for Team Performance" course?

Team diagnosis and coaching needs prioritisation; GROW-based individual and team coaching; group facilitation, questioning and team-level feedback; and conflict coaching, shared goal setting and team coaching impact measurement.



Q4 What tools, methods, or standards are covered in the "Coaching for Team Performance" course?

The course covers the GROW coaching model, team coaching agreement frameworks, active listening and powerful questioning techniques, the SBI feedback model, the Tuckman team development stages, team effectiveness diagnostics, the RACI matrix, team charters, skills matrices, individual development plan formats, performance improvement plan structures, and team KPIs for delivery, quality, and engagement.

Q5 How is the "Coaching for Team Performance" course applied in real-world practice?

Graduates apply it by running a team diagnostic, setting team performance goals from the findings, and coaching individuals within a shared team agenda. They also facilitate learning conversations in team meetings, coach through conflict and uneven contribution, embed short coaching routines into reviews, and track delivery, quality, and engagement indicators over time.