



Team Coaching for Higher Performance

Team Coaching is a co-creative and reflective process where a professional coach partners with a team leader and their members to achieve higher performance while fostering interdependence, self-sufficiency, and continuous learning.

This programme moves beyond traditional team building by partnering with the team on its unique dynamics and relationships to inspire members to maximize their collective potential and reach a common purpose.

By coaching leaders to provide more Influence, Power, and Ownership (IPO), we enable team members to "speak up and step up," taking on a higher sense of leadership within the organisation.

ENQUIRE MORE!



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OUR METHODOLOGY IS ANCHORED BY 35 YEARS OF GLOBAL EXPERIENCE IN DEVELOPING HIGH-PERFORMING TEAMS.

This programme is built upon "**Twin Pillars**": the **5 Shared Leadership Disciplines®**, and **10 Action Reflection Learning® (ARL) Principles**.

We help organisations shift from a "spoke and wheel" leadership paradigm to a **Shared Leadership approach**, where every member takes **100% responsibility** for the team's success.

Using the **Pentagon-Plus System Model**, we ensure the coaching intervention addresses six critical dimensions:

- **Business**
- **Organisational**
- **Team**
- **Professional**
- **Personal**
- **Sustainability.**

KEY PROGRAMME HIGHLIGHTS:



SCIENTIFIC VALIDATION

The programme utilizes **10 ARL principles** that provide a **strong scientific foundation**, ensuring tools are effective across any culture or country.



CONSENSUS-BASED DECISION MAKING

Implementation of the **Fist-5 process**, a simultaneous voting tool that builds **positive ownership** and ensures no decision is made until objections are resolved.



THE POWER PLANNING PROCESS (PPP)

A generic **10-step planning framework** that helps groups focus on one step at a time to solve problems and implement solutions efficiently.



CUSTOMISED METRICS

Use of the **High Performing Team Instrument (HPTI)**, which allows teams to **measure progress** and periodically assess their own effectiveness through customised criteria.



GLOBAL TRACK RECORD

This methodology has been used to coach over **200 teams in 40 countries** for major clients such as Apple, Coca-Cola, and Standard Chartered Bank.



PARTICIPANTS WILL GAIN THE TECHNICAL SKILLS TO:

- **Distinguish between 6 modalities** of team development, including team coaching, consulting, training, and facilitation.
- Apply the **5 Disciplines: Connect** (humanising the workplace), **Contract** (aligning expectations), **Collect** (seeking collective wisdom), **Collaborate** (working together), and **Challenge** (questioning the status quo).
- Utilise the **Stop-Reflect-Write-Report (SRWR) tool** to ensure equal participation from both **introverts and extroverts**.
- Execute **Role Contracting** between leaders and members to **clarify responsibilities and build accountability**.
- **Facilitate Peer Learning Processes (PLP)** to solve real-world business challenges through **active support and coaching**.



TRANSFORM YOUR TEAM'S POTENTIAL INTO PERFORMANCE.

THIS PROGRAMME IS DESIGNED FOR:

- **Corporate Leaders and Managers** who must deliver high-stakes results with fewer resources in tough environments.
- **Project Teams** looking to move from a "Storming" or "Norming" stage into the "Performing" stage.
- **L&D, HR, and OD Professionals** who want to implement a systemic framework for team interventions.

DELIVERABLES

- Team Coaching Tool Kit
- HPTI Assessment Report
- Action Plans
- An explicit set of "Rules of Engagement" agreed upon by the entire team using the Fist-5 process.

CONTACT US TO ENQUIRE MORE:

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