



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.**

LEARNING OBJECTIVES



STRENGTHEN PSYCHOLOGICAL SAFETY TO IMPROVE STRATEGIC DIALOGUE: Enable candid, high-quality conversations at the top — where risks are surfaced early, and dissent sharpens thinking instead of being suppressed.



DRIVE STRATEGIC ALIGNMENT ACROSS FUNCTIONS: Ensure the leadership team is unified on enterprise priorities—minimising misalignment that cascades into execution inefficiencies.



ACCELERATE DECISION VELOCITY AND QUALITY: Improve how quickly and effectively senior teams make high-stakes decisions without compromising rigour.



BUILD A CULTURE OF ENTERPRISE ACCOUNTABILITY: Shift from siloed accountability to shared ownership of enterprise outcomes —where leaders hold one another accountable, not just their teams.



ESTABLISH A HIGH-PERFORMANCE OPERATING RHYTHM AT THE TOP: Create disciplined, consistent ways of working across the leadership team — ensuring focus, momentum, and execution follow-through.



**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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