PRIME MERIDIAN CONSULTING
INDIA PVT LTD

MARSHALL GOLDSMITH'S STAKEHOLDER CENTERED TEAM COACHING

Yearlong Executive Coaching program using Stakeholder Centered Coaching for Guaranteed & Measurable Leadership Growth.

Methodology

Ø 2 days TEAM coaching workshop to initiate the coaching and leadership growth process.
Ø 11 Monthly TEAM Coaching and Monthly Action Planning sessions. This includes time for focused skill development as it relates to their leadership growth areas. During the coaching engagement the coach works with every team member individually and/or with the team as a whole (depending on the TEAM coaching program selected).
Ø 3 Quarterly Leadership Growth Progress Reviews.

Benefits

Ø Changing leaders and teams at the same time. The team as a whole articulates one leadership growth area and each team member defines their own leadership growth area that relates to the team focus. This creates an interdependent team effort with a common focus on producing results for their individual effectiveness and team productivity simultaneously.
Ø Insider expertise. Team members should be in a position to provide expert advice and an insider view to each other as it relates to their business, their people, and their team culture challenges. They become de-facto coaches.
Ø Openness to continuous change. When team members collaborate as stakeholders in the TEAM coaching programs, it creates an open culture for leadership and team culture change. Furthermore team members feel comfortable to use feedback and feedforward around the organization to drive change for themselves and their teams.
Ø Coaching is a leadership skill. Many organizations use coaching as an 'executive itervention' or to 'fix a problem' but this is a sub-optimal approach to coaching.

'Coaching is a leadership skill and leaders in organizations should be skilled coaches to help their teams develop and grow. Same as we expect effective leaders to be highly skilled in e.g. communication, decision making and empowerment, leaders should be highly skilled in coaching others. TEAM coaching is a great program to instill coaching as a leadership skill in the organization.

Ø Resource efficient. Since one executive coach works with all team members supporting each other in this TEAM coaching process the whole coaching program is very time efficient and reduces coaching fees per team member.

Modules

Ø Authentic Leadership Model.
- Inspirational Role Models
- Personal Values
- Your Authentic Leadership Model

Ø My Leadership Journey.
- Readiness for Leadership Growth
- Feedback
- My Business Case for Change

Ø TEAM Development Journey.
- TEAM Effectiveness Review
- Define TEAM Leadership Growth Area
- TEAM Business Case for Change

Ø Marshall Goldsmith Stakeholder Centered Coaching
- FeedForward from Stakeholders
- Monthly Action Planning
- Change Behavior and Perception

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