



Making teams work

Professor Peter Hawkins (Renewal Associates), John Leary-Joyce (AoEC) and Hilary Lines have been defining the concept of team coaching.

Could a systemic approach be the way forward?

The last five years has seen an enormous growth in team coaching, which prior to 2011 had been noticeable by its absence from most coaching conferences, research reports and literature. In 2013 the large annual coaching reports started to focus on it almost for the first time. Lynne Chambers who has been the head of learning and development for a number of large organisations wrote in the Ridler Report, 2013: 7:

I think the whole area of team-based coaching is going to grow significantly in our organisation and coaches need to be agile at dealing with the shift from individual to group work, including all the boundary sensitivities and interpersonal issues that this shift may bring.

(Ridler Report, 2013: 7)

The same year the Sherpa report said:

Team coaching is a newer concept. Large firms have not yet taken the lead in the design and development of team coaching

Executive coaches, both internal and external, are presented with a rather large opportunity. Are they really taking advantage of it?

(Sherpa Report, 2012: 9).

Making Teams Work

Léo Pomar



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