



LMC INTERNATIONAL INC.
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TEAM COACHING

Over the last fifteen years, LMC International Inc. has provided executive coaching that is seen as practical, behaviour based and results focused. LMC has now developed a coaching program that can deliver the same results for a team.

This two day program (or four half-day sessions) helps teams identify and implement behaviours that allow them to work together more effectively, improve their overall performance and consistently meet or exceed team goals.

The focus is to overcome barriers that limit the critical link between trust and team effectiveness; conflict resolution; buy-in to decisions; holding each other accountable; and focus on team goals and commitments over individual needs and agendas.

PROGRAM COMPONENTS

Diagnostic Assessment

In an initial meeting with an LMC coach the team leader will be given the opportunity to clarify his/her role; expectations for the team; the dynamics of the team; leadership style and obstacles encountered.

Team Definition (Two Sessions)

Session I

In advance of the workshop, participants will complete the Strength Deployment Inventory, an online assessment, that help individuals better understand their work relationships and the motivation behind how they interact with others. As well, it examines how to productively handle conflict.

Session II

An important characteristic of team effectiveness is a view of how the team needs to function. In this session, there will be facilitated discussion that will lead to identifying shared norms, goals and values and how the team can contribute to organizational success.

The Five Dysfunctions of A Team (One Session)

This module focuses on the five potential areas of dysfunction the team has to face as they seek to “work/row together”. Explore the five potential pitfalls; develop the skills to overcome obstacles and examine the characteristics of a high performing team critical to meeting the company’s goals.

Align Team with Organizational Needs (One Session)

This part of the program assists the team to work on real time issues and align priorities based on strategy and SMART goals to increase performance and effectiveness. Develop robust team development plans tied to business plans and strategy.

Support & Follow Up (Optional)

This part of the program provides support and skill development for the team lead and the team members to ensure integration of new approaches and long term impact in terms of team effectiveness.