

“TEAM PERFORMANCE IS CORE BUSINESS
FOR EVERY BUSINESS LEADER”

The business case for team coaching *with a systems focus*

If team performance is important to your business...

- Working together to deliver value to customers and create inspiring workplaces
- Developing and driving coordinated corporate strategy
- Cross selling and integrated customer service

... and if you have noticed that collaboration doesn't
always come naturally

- Are your people trying to get ahead at the expense of their neighbours?
- How well are they doing at respecting and valuing differences in the workplace?
- How skilful are your people at having the hard conversations necessary to take your business forward?

We can help improve your business

Many of the problems in business are collective problems, and much of business success is co-created by teams in collaboration. Working directly with intact teams, and also with more than one unit or team who need to improve their interdepartmental collaboration, goes directly to the heart of the matter.

What you will get from team coaching with a relationship systems focus:

Building opportunities

- Team focusing on what needs to happen for success instead of “who did what to whom.”
- Collaboratively design team relationships with shared responsibility and accountability
- Co-create vision and inspiration
- Find positivity even in challenging situations

Addressing challenges

- Enabling the hard conversations to happen without toxic fallout
- Very practical tools for addressing conflict between individuals or teams to build alignment without necessarily getting 100% agreement
- Clear accountability at individual and team level – responsibility for results and also for the relationships and culture that underpin performance.
- Acknowledge and listen deeply to different experiences and perspectives – and still keep the focus on delivery.

Team coaching is urgent when...

- There is breakdown within or between teams and departments
- You're implementing mergers and acquisitions
- Race, gender, age and other divisions are dividing your people
- Your business is under pressure to reinvent itself but your people are going into “everybody for themselves” mode

Why a systems approach?

- Because these things are too complex for a single person to figure out and lead alone. It's a volatile, uncertain, complex and ambiguous (VUCA) world
- Because today's employees expect to be involved, and Millennials even more so
- Because hearing all voices brings a diversity dividend.

Why a relationship systems approach?

- Once you draw different people together, disagreements and differences are natural and frequent. It takes skill to navigate these relationships without resorting to
 - One dominant voice taking over, or
 - Everybody plays "nice" at the cost of constructive debate and/or delivery
- Over and above personal differences and disagreements, there are also systemic issues in the country and wider society that affect the workplace. People coming to work from divided communities can bring in and be affected by the doubts, suspicions, distrust and conflict raging in the world beyond the workplace. This costs business.

Why choose our systems team coaching methodology?

Our team coaching is based on a relationship systems approach and powered by the globally proven Organisation and Relationship Systems Coaching (ORSC) methodology from CRR Global (www.CRRGlobal.com). Used worldwide for fifteen years and spearheaded by Mish Middelmann and Ronnie Ndlovu in sub-Saharan Africa for the last six years, ORSC provides the human systems "software" to address the challenges and opportunities offered in a diverse, complex and fast-changing world.

Practical applications of this work in sub-Saharan Africa are showcased at <http://www.AllAboutChange.co.za>

For more information, please contact us:



Mish Middelmann

- Past CEO, Praxis Computing (Pty) Ltd
- Educated at Harvard Business School
- Executive coach for 11 years
- Team coach for 6 years
- Brought relationship systems coaching to SA in 2012



Ronnie Ndlovu

- Former Executive in international engineering company
- First African on CRR Global Faculty for relationship systems coach training
- Executive coach for 11 years
- Team coach for 6 years



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