



TEAM COACHING

Making people work in teams for the sake of teaming is not the goal; teams exist to produce results. However, it is often easier said than done. The Team Diagnostic™ is a unique approach to working with teams because it regards the team as a dynamic system. A team is a living and dynamic entity with its own personality, spoken and unspoken rules, vision, blind spots, even moods. With the Team Diagnostic™ the team's needs are explored independent of the needs of any single member. This shifts the attention and the work of the team to the team itself. Team Diagnostic™ Systems Approach Team assesses the team as a whole.

- **GOAL:** Develop team competencies that transform the performance capability of the team.
- **OUTCOMES:** Increased positivity and productivity; increased understanding of team dynamics and effective teaming strategies. Renewed Team Charter.
- **TOOLS:** The online Team Diagnostic™ Assessment is deployed at the beginning and the end of the engagement to measure change. Report debriefs, retreats and coaching take place over 9-12 months engagement period.

The reasons why companies engage me as a team coach often include:

- Good teams want to be great.
- A need for Increased and more cohesive productivity.
- A need for sustainability of team leadership.
- Setting a new team up for success.
- Poor or non existent accountability.
- Burn-out on teams.
- Uneven performance.
- The “spirit” of the team needs uplifting.
- Communication challenges.
- Overcome obstacles to high performance.

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