

## PERFORMEA OFFER FOR TEAM DEVELOPMENT

### DESCRIPTION:

At Performea, team coaching exists under the umbrella of team development, along with the following modalities: team diagnosis, team building, thematic workshop and meeting supervision.

### TEAM DIAGNOSIS:

A team is a dynamic system with its own 'personality'. Diagnosing helps to first identify the source of the underperformance by assessing the team itself, and not necessarily the individuals composing it. A diagnosis must precede the deployment of a solution and when revealing a simple fix, eliminates the need for a more intensive intervention.

### TEAM BUILDING:

Team Building motivates team members to work together, to develop their strengths and collaborate rather than compete. It can help build bridges across departments and improve employee engagement and experience. It is usually a one-shot event that can last up to 2 days and will boost performance and upskill team members.

### THEMATIC WORKSHOPS:

These workshops will be targeting identified challenges for the team. A thematic workshop will last 1 day with a reminder in 6 months.

### MEETING SUPERVISION:

Meeting supervision aims at observing the functioning of the team, make learnings stick, improve operational efficiency and implement rules & values. It consists of attending and observing one meeting per month for 6 months.

### METHODS USED:

At PERFORMEA, we integrate various disciplines for best impact and results. This includes:

- Various Diagnosis Tools and Assessments
- Organization Systems Coaching
- Relationship Systems Coaching
- Neuroscience-based Team Coaching
- Professional CoDevelopment
- Performing arts technics such as Impro Theatre

Various competences such as understanding of how to identify and resolve conflict, recognizing power dynamics within the team, understanding what is required for high performing teams, knowing how to

build team cohesion, developing rules and norms, encouraging participation and contribution by all, and promoting team autonomy and sustainability

### COACH CERTIFICATION:

Daphné de Charrin is a Professional Certified Coach (PCC), member of the International Coaching Federation (ICF). The PCC certification guarantees a high level of competence.

She is regularly supervised and has held operational and managerial positions in a large corporation. She has received 358 hours of Coaching training from three different Coaching Institutes over the years.

### CODE OF ETHICS:

Daphné de Charrin undertakes to respect the duties and rules recognized by the profession as a whole, in particular the ICF code of ethics. It includes in particular the respect of the confidentiality (professional secrecy and confidentiality of exchanges, at all stages of the coaching) as well the respect of the Team choices. Coaching aims at developing the autonomy of the Client and the Team. The work and the results of the skills assessment and the Diagnosis remain the property of the beneficiary.

### MEANS:

The Coaching sessions as well as the group workshops take place at the Client offices or in a location agreed on by both parties. Virtual sessions can also be organized if needed. Printed &/or digital supports are handed out.

### SIGNATURE PROGRAMS:

Here is a non-exhaustive list of signature team programs:

KICKING OFF AN EMPLOYEE NETWORK	WELCOME NEW MEMBERS
DESIGN THE DREAM TEAM	GET TO KNOW EACH OTHER
IMPROVE THE INTERFACE BETWEEN DEPARTMENTS	REVIEW OF RULES AND NORMS IN THE TEAM