

## TEAM COACHING – Team Building over time

### DESCRIPTION:

Team Coaching empowers teams to work toward continued high performance and ongoing development in the area of goal alignment, innovation and quick adaptability to internal and external changes. At Performea, team coaching exists under the umbrella of team development, along with the following modalities: team diagnosis, team building, team thematic workshop and meeting supervision. Team Coaching is Team Building over time, following a well structure process, over a few months to a year.

### METHODS USED:

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

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

We integrate numerous 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 more than 500 hours of Coaching training from four 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.

### A STRUCTURED PROCESS:

Here is a possible process to conduct a Team Coaching:

