

Systemic Transformational Team Coaching

For you who aspire to grow your business, your team and yourself to serve the needs of tomorrow.

'Our mythology refuses to catch up with us. And so we cling to the myth of the Lone Ranger, the romantic idea that great things are usually accomplished by a larger-than-life individual working alone. Despite evidence to the contrary – including the fact that Michelangelo worked with a group of 16 to paint the Sistine Chapel – we still tend to think of achievement in terms of the Great Man or the Great Woman, instead of the Great Group.'

Warren Bennis

Why?

The future of successful businesses and teams does not only lie in the hands of individual strong leaders but in the capacity of leadership teams to partner both inside and outside the team to step up together to the challenges of tomorrow.

Systemic Transformational Coaching is about creating the necessary shifts to generate sustainable results by working with:

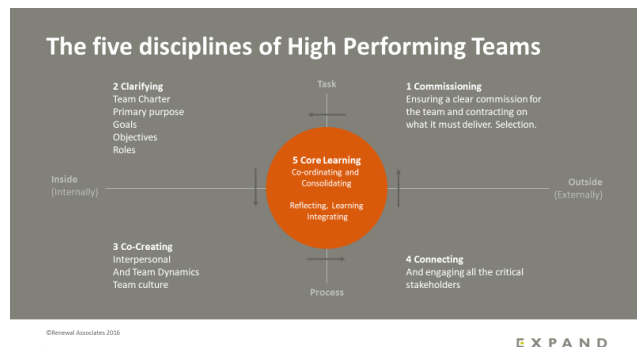
- ❖ The performance of the individual leaders:
 - Enhanced capacity to contribute to the purpose and tasks of the team.
 - Heightened self-awareness and self-management, and the capacity to deal with increasing demands (as summarized in VUCA – Volatility, Uncertainty, Complexity, Ambiguity).
- ❖ The performance of the team:
 - Securing a clear commission and team purpose.
 - Optimizing the way the team works with common tasks, processes, and internal relations.
 - Building ever better stakeholder relations.
 - Extracting core learning for the team to continually improve, connect and transform.
- ❖ The performance of the business:
 - Creating an awareness of the culture and processes that need to be developed to support the business and systems they are part of.

A key benefit of our tailor-made process is that it is anchored in your relevant business challenges and opportunities. We work alongside you in your daily work, enabling on-the-go added value and changes to your daily routines. Securing learning and implementation is central to this process.

How?

Our approach is data and research driven, involving key stakeholders in the process. Our roadmap is based on the Five Disciplines of High Performing Teams:

- Commissioning - Ensuring a clear commission for the team and contracting for what it must deliver.
- Clarifying - Team charter, primary purpose, goals, objectives, roles
- Co-creating – Interpersonal and team dynamics.
- Connecting - Engaging all the critical stakeholders
- Core-learning – Coordinating and consolidating, reflecting, learning, integrating.



Pre-work

First, we draw up an initial contract covering the purpose and the desired outcomes of the process. This takes place with the team leader and, if relevant, with HR and primary stakeholders.

Then, we focus on establishing a data-based diagnosis. We dig deeper into understanding not only the team and its members, but also the systems they are part of. This phase is designed together with the team. It can include dialogues with all team members, Individual 360, Team Connect 360, Profiling, Stakeholder Mapping, and the involvement of relevant stakeholders, focus group interviews etc.

Re-contracting concludes the Pre-Work phase. The major outcome of this is helping the team to discover their learning potential; establishing even more precise scope, outcomes and success criteria for the process.

Work

This is where we assist the team and its members to grow, learn and implement according to the plan we have made together. This phase usually lasts for 6-12 months. It consists of a mix of different methods and activities:

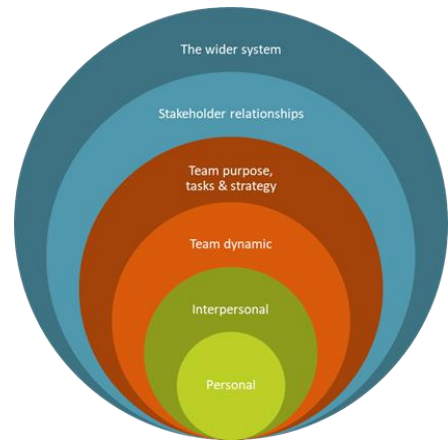
- Workshops with the team; coaching them on any of the Five Disciplines for Effective Teams, that are relevant.
- Participation in, and facilitation, of team meetings.
- Coaching the connections between the team and its key stakeholders and partners.
- Individual coaching.

Evaluation

We assist the team in extracting core-learning from the process and looking to “What’s next?” for the team. We also evaluate outcomes, success criteria and KPI’s.

Depending on the needs of the team, we work at different levels:

- ❖ Personal
 - Personal motivation, outcomes, beliefs and behaviors relating to team performance.
- ❖ Interpersonal
 - Dealing with the relationships in the team – supporting diversity.
- ❖ Team dynamics
 - How the team works together to create better results than can be created individually.
- ❖ Team purpose, strategy and tasks
 - Team purpose, tasks, outcomes, roles etc. – creating a strategy that insures that the team is delivering what is expected.
- ❖ Stakeholder relationships
 - Taking care of important stakeholders to support the team in delivering results and creating the best possible conditions for cooperation.
- ❖ The wider system
 - The importance of conditions in the wider system, e.g. cultural, economic, political.



Your investment

You'll receive a first cost estimate when we start the coaching process. It will be split into two parts reflecting the two main phases (Pre-Work and Work/Evaluation). You'll get an updated budget for Work/Implementation after re-contracting at the end of the Pre-Work phase.

You commit to one phase at a time, enabling you to stop the coaching process after the Pre-Work phase.

To secure an optimal process and result, certain conditions must be met:

- The team has a purpose and goals they want to achieve, and they have the authority to implement the necessary changes.
- The organization is supportive of the process.
- The members of the team are willing to engage in both team and individual coaching.

The duration of the Systemic Transformational Team coaching will be 8 to 12 months and can include:

- 2-4 off-site workshops/day-meetings coaching the team working with relevant business issues.
- 4-6 individual coaching sessions of 1½ hours per team member.
- our participation in some of the team meetings and other team related activities to facilitate and give feedback.
- coaching key stakeholder connections and partnerships.

For more information and an initial meeting contact
info@expand.nu
 +45 40158124 or +45 27276927

Who are we?

Expand's mission since 1998 has been creating space to expand – partnering with our clients to make the necessary shifts in their way of being and doing, so that they can do just that—EXPAND!

“Systemic Transformational Coaching is about creating sustainable transformation of individuals, teams and organizations – a transformation that serves the world of tomorrow.”

Our vision is that different backgrounds, experiences and skills truly strengthen business when they are combined towards a collective purpose. We aspire to be your co-creative partner, where different and equally valued inputs merge to empower the team to create value and better results for the entire organization.

We form a unique combination of many years of experience within professional coaching, facilitation, leadership, international and corporate management, innovation, branding and teaching.



Annette Kledal

Annette has worked with the development of leaders and their businesses since 1998. Her mission is creating space to expand the potential of people and companies.

Her strength lies in her capacity to connect the dots in transformational processes, so that purpose, goal, pathway, commitment and results are all linked together. Her more than 18 years as a professional coach have sharpened her ability to support and challenge, to cut to the bone, and to unite the outcome with the process leading to it.

ICF Professional Certified Coach, Master Practitioner Diploma in Systemic Team Coaching (AoEC), Diploma of Coaching Mastery (ITS), Systemic Consultant (DISPUK), Trainer of NLP, Dentist.



Christophe Kittel

For over 20 years, Christophe has worked for L'Oréal with both operational and functional responsibilities within sales, international brand management, organization and business management.

Christophe's mission is to uncover the hidden potential within leaders and organizations to maximize results and create growth. His strength lies in his ability to combine “corporate life” experience from his career as a top-level leader with his coaching and entrepreneurial skills.

ICF Associate Certified Coach, Certificate in Team Coaching (AoEC), IMS (Cedep-Insead), EM Lyon