

Team Acceleration Coaching

By Tessa Houben

Why? Team Acceleration Coaching supports client–results, talent–growth and retention

- ▶ New teams need to perform right from the start to prove their impact for a new client. There is **little time to get to know each other** and optimize ways of working. It is especially hard for new teams to work together effectively
- ▶ Managers are under pressure to deliver fast and **team–collaboration & effectiveness often becomes lower priority**. However, these are important both for long term client–results as for team–satisfaction and retention*
- ▶ Team–members **need the right environment to grow** in their personal learning curves. They have challenging development goals that often require them to go outside their comfort–zones. This is especially hard with a new client and team



Investing in team–effectiveness early on can benefit client –results, team–satisfaction and talent development

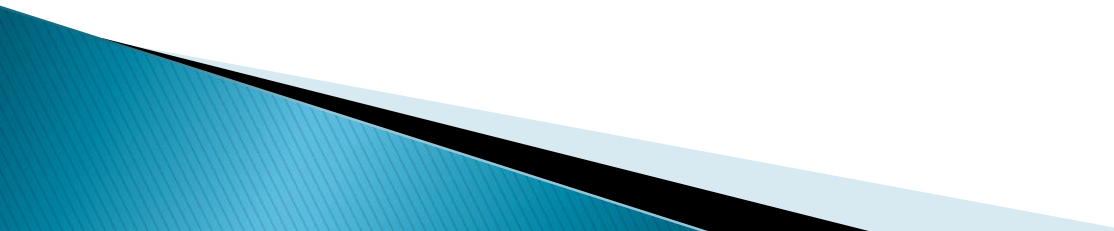
*‘When organizations institute practices for positive teams (caring, supporting, trusting, etc.) they achieve significantly more in profitability, productivity, customer satisfaction, and employee engagement’ – Cameron, Harvard Business Review

What? Team Acceleration Coaching is an incubator for team–efficiency & talent–growth

A kick–off workshop to:

- ▶ **Align on goals and priorities of project**
 - Create common understanding of client context (sector, organization, stakeholders)
 - Clarifying problem–statement that team is solving for

 - ▶ **Create a supportive environment**
 - Creating understanding about individual goals of all team members
 - Sharing preferred way of working, incl. Myers Briggs profiles
 - Starting an open conversation about strengths and weaknesses among all team members
 - Taking away unconscious biases by discussing expectations and first impressions

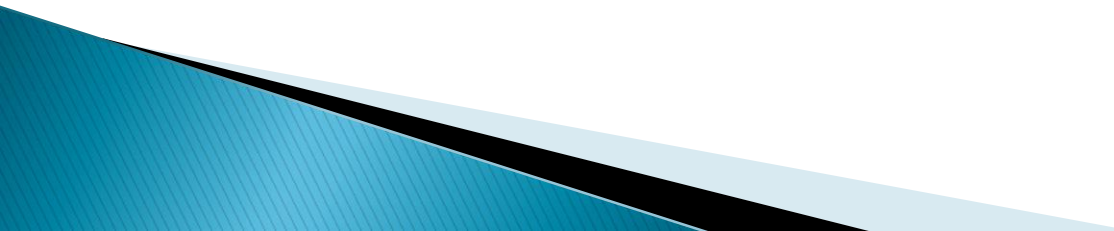
 - ▶ **Optimize ways of working together**
 - Identifying potential weak–spots of the team as a whole
 - Identifying opportunities to help each other in working on personal development goals
 - Comparing team profile to client–team profile and explore ways to optimize the client communication
 - Define team–norms and individual actions to set up team and team–members for success
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How? Team Acceleration Coaching will fit the team agenda

Team-sessions:

- ▶ Three-hour workshop in the beginning of a project (preferably first week)
 - This can take place in the evening (eg at 17.30 with dinner) or on Fridays to optimize client-facing time
- ▶ Special sessions can be organized for mal-functioning teams to improve collaboration & effectiveness
- ▶ Upon request, additional follow-up sessions and/or individual coaching can be arranged

Feedback from consultants:

- ▶ *“This is very beneficial as we always start a project running for the client without knowing each other”*
 - ▶ *“McKinsey does a similar thing. A small time investment in the beginning benefits the whole project in the long-term”*
 - ▶ *“Many managers don’t have the personal profile to prioritize team-collaboration, even though we all know this is very important. We need somebody that is skilled to do this”*
 - ▶ *“It is be great to work with you [Tessa] as you know what it is to work as a consultant”*
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About Tessa Houben

- ▶ 10 years experience in Consultancy and Business Strategy, at eg Bain & Company and eBay
- ▶ Running a coaching practice with focus on ambitious professionals, including many consultants
- ▶ Working in Leadership development for teams, rolling out Personal Leadership Programs and Leadership–skills trainings for several consultancy and tech firms in and outside the Netherlands
- ▶ A great passion for unlocking the potential of individuals and teams!

