



Team Advantage, The Complete Coaching Guide for Team Transformation, Facilitation Kit

Darelyn DJ Mitsch

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A guide for leading extraordinary, sustainable team transformation

Team Advantage is a proven team coaching program designed to transform you and your team through a development process—one that goes beyond the typical 2-day team-building event. The program is presented as an organizational "game" oriented around a stretch goal that is meaningful to you and your organization's success. Using this guide, you will partner with a coach who conveys to you the necessary coaching skills. Together you can focus on guiding your team to new awareness, new agreements and extraordinary performance. The process includes four phases of team development that are implemented over the course of 16 weeks:

- Pre-game preparation: You will learn coaching skills and help interview each team member to set the stage for the program
- Kick-off workshop: Your team creates their own game plan oriented around an extraordinary goal
- Weekly coaching sessions: Your team members will provide progress updates and learn to support their teammates
- Review of team accomplishments and its transformation: The team takes time to assimilate learning and celebrate their wins and their new level of communication

In addition to focusing on attainment of the stretch goal, the program provides a forum for real conversations, truth telling, and surfacing conflict as a natural and integral part of team dynamics. In addition, it leaves you and your team with a replicable process for continuing to grow together as you accomplish you and your team's potential.

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