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www.impact-dev.com

email: info@impact-dev.com phone: (440) 899-9010 fax: (866) 288-7862

The Coach Equation

Solutions for the performance puzzle

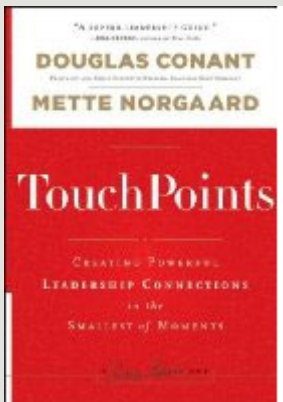
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This article has 688 words and should take 2.75 minutes or less to read.

A small price for knowledge!

Featured Book:



**Touch Points:
Creating Powerful
Leadership
Connections in the
Smallest of Moments**
by Douglas Conant &
Mette Norgaard

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Coaching Your Team to Succeed

We are all part of teams. Our family is a team. Our place of work is a team. The community groups we belong to are teams. Sometimes we are the team leader or "coach," while other times we fulfill the role of follower or "player." It is important for us to understand teams and how they work, especially those who achieve their desired goal.

We learn very early on the playground how teams form. Common interests! Jumping, shouting, running, and encouraging others to run bases or kick soccer balls give us opportunities to learn how to work together, have fun and achieve a common goal.

Applying those principles to our workplace can turn any fatigued team into an outstanding one! These principles can be applied to your family, your business and your organization.

Communicate the Vision. The leader/coach needs to communicate the vision. Let people know where they are going so the team can follow. For a sports team, the coach sets the pace with a pre-game talk, laying out the vision. In the workplace, the leader communicates the vision frequently. Update team members on achievements or challenges. Let the team know when changes need to be made. A good leader/coach communicates and coaches all the way through the project.

Common Goals and Vision. Keep it simple! I have found that these need to have three aspects: short, simple and clear. Can you say it in less than 30 seconds? Is it simple? Can you and others understand it? Does the team know and understand the assignment and expected outcomes?

Help the Team Be A Team. Attend a school soccer match and you will see how team members help each other. They talk to each other all of the time; encouraging, supporting, and telling each other how they can make changes to avoid mistakes. The same is true of successful teams in the workplace. Providing support and encouragement as well as finding ways to overcome challenges.

What's My Role? Every team has a leader and group members who partner to achieve the goal. Every team works best when the members of the team have clearly defined and understood roles.

Some do one thing, others do another. One isn't better or more important than the other, just different. When teams operate out of their strengths and their roles, they win.

Strengths and Weaknesses. Good teams are filled with people who are committed to following and getting the job done. This brings me

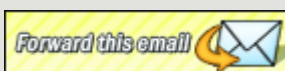
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to strengths and weaknesses. Every team member has strengths and weaknesses. The successful teams are those who, on a regular and consistent basis, enable the members to operate out of their strengths and not out of their weaknesses. And one person's strength will cover another's weakness. This is teamwork, enabling all of the bases to be covered.

Have Fun! The team that plays together stays together. Simply said: build in "play time". Lunch time is perfect for games of Scrabble, Uno, or Bingo. These games are traditionally "family night" games and they still work. Have small prizes or certificates for a free lunch. Get your team out of the office once a month and go have some fun. Enjoy one another. Enjoy life. It will bring a sense of bonding that can't be made even in "winning."

Appreciate x Three. And more! It isn't enough to say "well done" at the end of the project. People thrive under positive attention. It's important to express appreciation at every milestone - the beginning, at meetings with updates, and to each individual. You model this all through the "game," . Successful teams appreciate one another and show it in a variety of ways. The leader/coach shows it to individual team members. the team members show it to the leader/coach, and team members show it to one another.

Truly great teams are teams that are committed to excellence. In everything they do. This commitment is held throughout the team and at every level. As the coach and the leader of the team you know that a successful team will achieve more because you apply these principles to coaching your team to succeed!

Sherry Greenleaf, RCC

Seeds of Success:

"Successful people are always looking for opportunities to help others. Unsuccessful people are always asking, 'What's in it for me?'. ~Brian Tracy

"Teamwork represents a set of values that encourage behaviors such as listening and constructively responding to points of view expressed by others, giving others the benefit of the doubt, providing support to those who need it, and recognizing the interests and achievements of others."
~Katzenbach & Smith

IMPACT Training & Development
Cleveland, OH
440-899-9010
sherry@impact-dev.com
www.impact-dev.com

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