

Team coaching

From a [Relationship Systems Intelligence](#) approach

● WHAT ARE WE DOING?

- Establishing cutting-edge systemic coaching cultures within organizations
- Addressing challenges and experienced pain points
- Creating *from*, rather than reacting *against*, inevitable emerging change

● HOW ARE WE DOING IT?

- Leveraging modern systems thinking and approach
- Shifting focus to *relationship*, effectively removing blame, defensiveness, and other typical team coaching obstacles
- Holding space for mindset shifts and growth

● WHY ARE WE DOING IT?

- To access information beyond our own personal capacity
- To equip and empower systems for sustainable acceleration
- We believe RELATIONSHIP is the most important and undervalued currency available

Team coaching ROI

Cohesion, resilience, and clarity as measures of success

coach and client, both are equally invested to measure success.

Organizations seeking to justify the investment in team coaching have relied on metrics such as eNPS, retention rates, and productivity. These measurements offer insight, but fall short. The same can be true when comparing individual and team coaching. Individual coaching is crucial, but it is only one piece of the pie. A team is more than its individual members; it forms a unique "Third Entity" with shared strengths, weaknesses, skills, knowledge and culture. This collective entity—not the individuals—is the true client.

The most powerful break-throughs in team coaching often defy traditional measurement—yet are the true markers of success. To assess ROI, we must look beyond conventional metrics and focus on cohesion, resilience, and clarity.

COHESION

Created when all team members share a sense of belonging to the group and know their voices are heard, their contributions valued.

RESILIENCE

A team's ability to integrate new members, absorb loss, adapt to meet change and manage pressure, while maintaining a stable, healthy environment for its members.

CLARITY

A team's shared and lucid vision of the situation and its contributing factors. Once this is achieved, creating an effective solution is possible.

"A high-functioning team outlives the lifespan of individual team members."



Team coaching

Frequently asked questions:

● IS INDIVIDUAL COACHING POSSIBLE FROM A SYSTEMS PERSPECTIVE?

ABSOLUTELY! The first system is self. Within each individual lives a multitude of voices and opinions. By focusing on the totality, clients learn to encompass all of their different facets, interdependencies and dichotomies.

● WHAT IS THE "THIRD ENTITY?"

Jungian scholars refer to the concept of the Third Entity as *collective consciousness*. Each relationship forms a web of connection between those involved, creating its own unique identity with wisdom beyond the individual contributions. Ex: John, Paul, George and Ringo were individuals. Their Third Entity was known as and identified as the Beatles

● WHAT IF WE ARE USING OTHER COACHING AND TRAINING MODALITIES?

Once a team embraces the concept of the Third Entity, a whole new range of opportunities emerge, enhancing any existing methodology. By integrating systems thinking, teams deepen their learning and maximize the impact of previous and ongoing professional development. At the same time, systems coaching stands powerfully on its own, delivering lasting transformation