



UNITE™

Team Coaching



OBJECTIVE LEADER

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WHAT IS TEAM COACHING?

Team coaching is a co-created and reflective process that works with a team, its relationships and its dynamics. It helps the team expand its collective capability and fulfil its shared purpose and goals. - **International Coaching Federation** 

Unite™ treats the team as one coaching client. The coach works with the team's real interactions, behavioural patterns and shared work to strengthen collective effectiveness.

Outcomes

- ✓ **CLEARER ACCOUNTABILITY** — Defined roles and responsibilities
- ✓ **COLLECTIVE PERFORMANCE** — Better results as one team
- ✓ **BETTER COLLABORATION** — More open communication
- ✓ **EMBED CHANGE** — New behaviours and ways of working
- ✓ **A CLEAR PURPOSE** — Aligned priorities and goals
- ✓ **STRONGER TRUST** — Greater psychological safety



WHO IS UNITE™ FOR?

Unite™ is designed for **intact teams** whose members work interdependently, share a common purpose and are collectively responsible for results.

It is particularly effective for:

- Executive and senior leadership teams
- Functional and operational leadership teams
- Newly formed or restructured teams
- Teams navigating growth or transformation
- Teams experiencing misalignment
- Teams working across organisational boundaries
- Established teams seeking higher performance
- Teams facing changes in leadership or strategy



A team, not simply a group.

Team members share a common purpose, operate within the same organisational context and depend on one another to achieve shared goals.

THE UNITE™ JOURNEY

- 1 Onboard**
We will introduce the program and show the team how to use the coaching platform. **30 mins**
- 2 Engage**
The team meets the coach, establishes the coaching agreement, and selects five shared competency areas. **60 mins**
- 3 Coach**
Explore the team's real challenges, relationships and priorities. The selected competencies provide a springboard for coaching conversations - not a prescribed curriculum. **90 mins x5**
- 4 Reflect**
Look back on the team's achievements, evaluate progress and agree how positive changes will be sustained. **60 mins**



FOCUS AREAS

A launch pad, not a curriculum.

During the engagement process, the team works with the coach to agree five shared development priorities. These provide an initial focus while allowing the coach to respond to the team’s real dynamics, business challenges and what emerges throughout the engagement.

TEAM FOUNDATIONS

- High-Performing Teams
- Psychological Safety
- Accountability in Teams
- Conflict Management

TEAM EFFECTIVENESS

- Motivating Others
- Coaching Culture
- Collaborating
- Stakeholder Relationships

TEAM PERFORMANCE

- Strategic Thinking
- Decision-Making
- Adaptive Ways of Working
- Change Leadership

Optional assessment add-ons

Where appropriate, Unite™ can incorporate assessments such as DiSC, Life Styles Inventory (LSI) or the Leadership Circle Profile (LCP). These insights provide a valuable starting point for team coaching conversations while complementing, not replacing, the coaching process.



CLIENT SUCCESS STORY



CHALLENGE

Preparing for significant business growth while transitioning systems and processes, aligning leadership priorities and maintaining a strong team culture.

APPROACH

- Create a shared operational vision
- Align goals, roles and responsibilities
- Strengthen collaboration and accountability
- Support the transition to new systems and ways of working



Operations & Maintenance
Leadership Team

Solution:

TEAM COACHING

OUTCOME

30% improvement in team collaboration & accountability

The team also:

- Developed a future-focused operational vision
- Aligned around five shared goals
- Clarified leadership roles
- Transitioned systems and processes within 12 months

CLIENT QUOTE

“Objective Leader added valuable insights and strong tools for our team to be accountable and take action on difficult issues. With our fast-growing business, the coaching sessions helped us understand how we all need to grow and row together to do more.”

Brendon Hull

General Manager, DP World Saint John



OBJECTIVE LEADER

LET'S GET STARTED!

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