

High Impact Team™ Coaching

What is High Impact Team™ Coaching?

High Impact Team Coaching is a development process designed to energize your team and maximize your team's performance, by building commitment to common goals and improving team practices identified as requiring further development – by building on existing team strengths. A High Impact Team (HIT) is defined as an energetic group of people that produce high quality, planned results in a defined period of time, despite difficulties.

What are the benefits?

- Identification of team strengths and areas for further development
- Development of a clear, shared team vision, purpose and goals which enable focus on key team priorities and measurable performance
- Improved team communication, both internally, with team sponsors and other teams in the organization, and with external networks
- More effective team processes - meetings, performance evaluation, conflict resolution, change management
- Renewed energy and commitment to the team
- Enhanced productivity of both teams and team leaders

How does High Impact Team™ Coaching work?

The process involves:

- An assessment and a report of the team's overall performance on the 20 practices of High Impact Teams. This identifies which team practices are strong, which need development, and which require greater alignment among team members.
- Ongoing real-time coaching of the whole team, team leader and individual team members to implement the 20 practices of a High Impact Team based on the assessment results, and to conduct progressive assessments as the team develops.

From assessment to final team session, the process normally takes 6 months, including 20 hours of team coaching and a minimum of 10 hours of team leader coaching.

Who can benefit from High Impact Team™ Coaching?

- Team leaders wanting to build cohesive, high performing teams
- Newly forming teams
- Established teams wanting to improve their motivation and productivity

We specialize in multicultural and international teams.

iglobal executive coaches

iglobal's director, Irene Öhler, is licensed to deliver High Impact Team coaching and has specialized in HIT coaching for intercultural teams. Irene has coached over 90 individual executives and their teams on 4 continents over the last 10 years. She is a graduate of CoachUniversity, the ADVANTARA Global Executive Coach program.