

# Team & Group Coaching

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Traci Manalani, MA, PCC  
Cory Manalani, MA, PCC



Presentation for  
**FIELDING**  
GRADUATE UNIVERSITY

## Group Coaching



One (or more) coaches to many individuals

## Team Coaching



One (or two) coaches with a collective

<u>Group Coaching</u>	<u>Team Coaching</u>
Individual focus (“I” focus)	“We” focus
Individual goals	Collective goals
Group agreements for how they want to work during the coaching process	<p>Team agreements for how they want to work together during the coaching process</p> <p>Team agreements for how they want to work together in the long term</p>
Individualized action steps and accountability	<p>Collective action steps and accountability</p> <p>Potential for individual accountability</p>

Britton, J. (2019). Coaching many: team and group coaching. In D. Clutterbuck et al. (Eds.), *The Practitioner’s Handbook of Team Coaching* (pp. 24-35). London and New York: Routledge.

# Designing an Alliance is crucial for both Group & Team Coaching

## Part One: Culture/Atmosphere

- What is the culture, space or atmosphere you want to create (on the team, for this group, for the learning)? How would you know you had that?
- What would help us to thrive?
- How do you want to behave together when things get difficult, or when there is conflict?

## Part Two: Co-Responsibility and Accountability

- What can this group (your team) count on from you?
- What will you each commit to for one another? How would you know you had that?

Adapted from Organization & Relationship Systems Coaching program by CRR Global.

# Coaching Approach

## Group

- Agenda is often pre-determined
- More directive
- Questions allow individual reflection and insight

## Team

- Be mindful of group dynamics to assure psychological safety
- Facilitate interaction between/amongst participants
- Team sets the agenda
- Less directive
- Hold the space for the team to gain systemic insight
- Questions designed to promote dialogue



# Thank you!

For more information please contact us



Traci Manalani, MA, PCC  
[tmanalani@manalaniconsulting.com](mailto:tmanalani@manalaniconsulting.com)  
(415) 847-8838



Cory Manalani, MA, PCC  
[cmanalani@manalaniconsulting.com](mailto:cmanalani@manalaniconsulting.com)  
(415) 271-4201



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