

Be A Success: 3 Team Coaching Strategies You Can't Live Without

The role of a team leader cannot be minimized in the corporate environment. In fact many business owners and CEOs are recognizing the need for managers to learn how to lead their teams and offer executive coaching as the most profitable way to train them.

In Finland, an independent company conducted a study from 1997 to 2008. Their purpose was to determine how teamwork increases and sustains productivity.

Significant results show that less power is given to team members over the years in several areas like:

- Choosing who will manage the team
- Allowing team members to setting their own goals
- Enabling team members to decide their assignments

In short, the manager of a team has assumed more responsibility over the years but this has led to problems in productivity (drop of 8 points), loyalty, and overall team member job satisfaction (drop of 6 points).

This is not a trend evident only in Finland but is happening all around the world as global trading becomes more evident and companies have to compete globally. To be an effective manager or team leader, one must employ these 3 strategies:

- **Respect for the Position and Team Members**

It's easier to make hard decision when you respect your position. With this in mind, you need to take out the emotional value when assessing a situation. If you must coach your team members, then avoid letting your heart rule your head. However, this should not give you the authority to completely ignore your team members' feelings. Instead, have empathy and be ready to explain your position so it is understood well.

Follow Gallway's Motto: Performance = Potential – Interference

American W. Timothy Gallway, writer, coach, and mentor whose book, *The Inner Game of Tennis*, sold more than 1 million copies has always said that coaching principles in sports can be applied to business, personal life, health, and

education. He was so popular that in the year 2000, he was coaching and speaking before top business leaders and executives.

The formula is simple. Don't let emotions like fear, worry or guilt affect the way you make decisions.

- **Be A Mentor To Your Team as You Are Taught by a Professional Business Coach**

Recognize that you need assistance and personal training to be a powerful leader. Most individuals can benefit from business coaching. What you learn from your business coach should filter down to your team members. You can do this by being an example of an honest, trustworthy, and intellectual leader. (Don't worry, your business coach will teach you how to do this).

As a leader, you are in an excellent position to help others succeed. You should take advantage of this because the rewards are extremely satisfying and life-long. On the other hand, if you don't pass on what you know, you'll never be remembered or appreciated as a leader.