



Group and Team Coaching (Meta-Coaching)

Michael Hall

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Coaching a group is not the same thing as coaching an individual. Coaching a group means that now you have the challenge of calibrating, understanding and dealing with many individuals, and all at once. In addition to dealing with the psychological dynamics of individuals, you will also have to deal with the myriad challenges of group dynamics. Group coaching can be very rewarding as it makes teams and organizations much more effective, aligns boards, committees, associations and leadership teams, reduces conflicts, eliminates nasty politics, facilitates synergy and unleashes creativity. It enables people to think together, learn together and solve problems together in ways that can be much more effective, creative and productive compared to individual coaching. Sections cover: Defining group and team coaching and the values it offers; describing how groups form and how groups develop to become a team; identifies the group dynamics that play a critical role; and how to coach groups. Teams, as the primary building blocks of performance in companies, are destined to be the future driving forces of organizations, so coaching these groups together will help in the overall growth of organizations.

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