Taking A Proactive Approach With Team Building

Coaching Blueprint

FUEL Your Session

Understand the current state

Frame the conversation



Set the context and the focus for the conversation



Help the coachee to gain awareness about themselves and what is currently happening

Explore the desired state



Help the coachee to identify and to think about the desired outcome. What's the end game?

Lay out a success plan



Help the coachee to explore the options and to create an action plan and next steps which will achieve the end goal

Power Questions		
¹ How can you take a more proactive approach to team building going forward? What have you done so far & how successful has this been?	 How did you & your team come up with your common set of goals & objectives? Did you face any difficulties? Why was this? 	³ Did you face any difficult behaviours or negativity when coming up with objectives for the team? If so what were they & how did you handle them?
⁴ How can you learn more about creating an effective onboarding process? What have you put in place so far & how successful has this been?	 What should be of key importance to include on day 1 & also week 1 of the new starter's onboarding process? Why do you think this is? 	⁶ What are the key elements to ensure that your onboarding process is informative & sets a good psychological contract for your new starter?
Phow are you going to ensure that any new starter gets to spend time with each team member to learn different perspectives & views?	⁸ Why is it important that your new starter is closely monitored by you, even though it may be your team that share the responsibility of onboarding?	9 How will you measure the onboarding process & ensure it is continually up to date for new starters?
10 What are the benefits of having a social calendar? Wha are the disadvantages of having a social calendar?	As Manager, what do you think is very important to remember when socialising with your team?	12 How would you handle poor behaviour on a social event? When would you handle it & why is this?