



iLead team

Team coaching



> Why?

A company cannot create without the energy, motivation and collective intelligence of its team members.

> Targeted profiles

Teams of 3 to 12 people
Management committees,
functional teams,
project teams...

> Approach

- Framework and preparation
- Individual iLead Signatures
- 2-day off-site workshop
- Feedback session

> Expected results

- Alignment with a team vision
- Better understanding and interaction within the team
- Commitment to team action priorities



iLead team

Contexts in which this approach is applicable

- > A team must adjust to a change in products or services, technology or marketing strategy
- > A team must reinvent itself following a reorganization, a merger-acquisition or the digital transformation of business activities
- > A team is in crisis, cliques are formed, team members are not communicating, defensive positions are adopted
- > The arrival of a new leader is changing the game.

Targeted profiles

- > The iLead Team approach applies to entire teams of 3 to 12 people
- > All teams can benefit from this approach, which often affects everyone from the management committee to operational teams in the field
 - > Functional teams, project teams combining multiple skill sets, operational teams and teams created specifically for crisis management.

Results to expect from this approach

- > Team members share a vision and values that give meaning to their commitment, and are united around priority actions that will help realize this vision in the long term
- > Team members understand that the team is a human system. They know how interactions between team members can influence decision-making and the management of time and stress, and how to identify the effects of these interactions on the team's ability to produce results
- > Team members recognize existing norms within the team that, unbeknown to them, either facilitate or limit the team's creative ability
- > Team members who are also leaders of another team will have learned how to use this approach with their own team.



The approach in detail

> A - Defining the mission with the team leader

- Context, team mission, expected results and indicators
- Presenting the approach and the iLead Signature (*) questionnaire

(*) description of the iLead Signature: see separate document

> B - Team member interviews

- Information is compiled and each member of the team is met with individually to discover their iLead Signature

> C - 2-day off-site workshop with the whole team

- Establishing a team vision and sharing team values:
“What do we want to create as a team?”
- Describing the team’s current reality
- Identifying the team’s main working patterns and understanding the interactions and norms at work within the team
- Identifying the team’s key success factors and their priorities
- Taking action for each key success factor priority:
 - Commitment to individual contributions
 - Date of the feedback session, and for each key success factor: expected deliverables and responsibilities

> D - Feedback session

The team returns for a 1-day day feedback session 2 to 3 months later. The goal is to review the team’s progress since the workshop:

- Actions implemented
- Difficulties or stoppers encountered
- Favorable changes to action plans
- The team’s Spiral of Success and Derailment Loop putting the team at risk
- Updating commitments to maintain or strengthen the team dynamic