



## CWD's FY21 Team Coaching Pilot Program

CWD is launching a Team Coaching Pilot Program. Team coaching is a new supported learning engagement at Harvard, designed to increase collective capability and performance of a team.

Teams are expected to apply to be considered for this program.

### Why is it important? Why NOW?

Effective teamwork has always been a need within the Harvard community. Even before COVID-19, Harvard's Engagement Survey results indicated that increased team collaboration could make an important difference in employee engagement across the university. Certainly, throughout the ongoing pandemic crisis, adaptive team skills have been critical. Now more than ever there is a pressing need to help teams function in this new virtual environment without compromising social fabric and collaborative effectiveness.

### Who is eligible to apply?

- Existing teams made up of leaders/managers and their respective team members. The work of team members is interdependent, sharing a common purpose and reasons to cooperate.
- Leadership teams or large-scale project teams that need to work together for at least 1 year post-program.
- Team size is 3-8 individuals
- Diverse teams are encouraged to apply.



## What is the team's commitment?

- Teams will be asked to identify an area for growth or challenge in the application. Performance management issues will be not considered as eligible.
- The applicant team, including the team leader, should be ready to commit to the full program which includes three cohort convenings spread across the academic year.
- The team leader will be expected to discuss potential application with their HR Consultant, and list their name on the application.

## Timeline

[Team Coaching: Q&A Session for Potential Applicants](#): **October 7 @ 11 am**

**Applications due: October 16, 2020 @ 5 pm**

## Resources Relevant to Team Coaching

[CWD: Team Effectiveness Toolkit](#), [Corentus: Understanding Team Development Practices](#)

Holly Williams, *Being Coached: Group and Team Coaching from the Inside*

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