



## CWD's FY22 Team Coaching Program

Based on a successful pilot in FY21, CWD is now offering Team Coaching. Team coaching is a supported learning engagement at Harvard, designed to increase collective capability and performance of a team. Leadership teams or large-scale project teams can apply for this program.

### The Value of Team Coaching

As work environments continue to evolve with varied hybrid work models, teams realize they must collaborate in new ways. Teams that participated in the pilot reported better communication, greater clarity about the team's purpose/goal, and greater trust within the team. Team coaching also led to conversations that participants reported would not have happened otherwise. All teams that participated recommended that CWD make this a regular offering.

### Eligibility

- 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 4-8 individuals (some flexibility for groups of 3, or up to 9)
- Diverse teams are encouraged to apply
- Benefits eligible employees only (team members cannot be contractors)
- Teams with individual performance management issues cannot be considered. Please seek out other resources.



## Program Commitment

- Teams will be asked to identify an area for growth or challenge in the application.
- The applicant team, including the team leader, should be ready to commit to the full program which includes:
  - User friendly team self-assessment
  - Up front 1:1 meeting with coach
  - Monthly team coaching meetings
  - Three cohort convenings
  - Three 1:1 coaching meetings with leader (although leader can opt out)
  - Program evaluation survey
- Cost: \$1000 for 7-month program per team

## Timeline

- October 14 @ 1:30 - 2:30 pm: Q&A for teams considering application.
- October 29 @ 5 pm applications due.
- **Team Coaching Program begins in December 2021 and ends in June 2022.**

For more information, or link for the upcoming session, contact Hilary Marcus at [hilary\\_marcus@harvard.edu](mailto:hilary_marcus@harvard.edu) or Kristen Scott at [Kristen\\_scott@harvard.edu](mailto:Kristen_scott@harvard.edu).