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GUEST WRITER

how LIFE COACHING

Michelle S. Zelig of Personal Power International Life Coaching & Personal Training is one of the members of the Coaches Consortium.

Michelle started life coaching while living in New York in 1993. She has been involved in a variety of sports and teams for over 20 years in different capacities. In addition to a being life coach, Michelle is also a qualified personal trainer. In her experience, Michelle has found that life coaching can help teams perform better. These teams can be work-related teams, sports teams or teams of volunteers – all working together towards a common cause.



GUEST WRITER
Michelle S. Zelig

There is so much that can be written about this subject. The goal of this article is to give you a basic idea of how life coaching can help your team perform better, as well as give you a few tips for a successful team.

There are five key stages relating to teams.

1. Forming

As a life coach, I would work initially with the team leaders to clarify the project goals. This would include reviewing:

- The team purpose to identify why was this team formed.
- Goals to determine what are the specific, measurable, achievable project goals
- Expectations to discover what are the initial (often unspoken) expectations and can they be shifted into goals
- Operating instructions in order to formulate the agreed rules of conduct, etc.
- Commitment to the goals, purpose and operating instructions

can help YOUR TEAM

perform BETTER



The life coach should support the leader as they then work with team members to become aligned in the shared purpose, vision and goals for the project and as the team moves through the stages from forming to performing.

2. Storming

The life coach acts as an objective observer, helping identify what is not being said and to assist the teams in being honest and truthful in difficult situations. The life coach helps the team manage and appreciate differences. Where necessary, the life coach facilitates the management and resolution of conflicts.

3. Norming

The life coach helps team leaders and members to identify areas where the team is not effective or is losing effectiveness. The life coach helps to identify any competencies that may be missing.

4. Performing

Collaboration and performance are high at this stage. The life coach assists team leaders and celebrating team success and learning. The life coach works with the team to preserve collaboration and shared responsibility for team goals. Renewal, creativity and celebration are important aspects of this stage, right up to successful project completion.

5. Dissolving

The life coach assists teams when the project has finished and the team splits up (this could be the end of the season), ensuring everyone is 'complete'.

To conclude, here are three of the essential skills required for a successful team:

- Listening – really listening to each other, not just hearing
- Sharing – taking time to share your thoughts, ideas and plans
- Participating – teams work better when all participants are participating and contributing

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