



SLEEPINGGIANT

CONSULTING

Working with architects, designers, AEC professionals and their organisations to accelerate personal, professional and organisational performance.

TEAM COACHING

Team coaching enhances your team's effectiveness and helps individuals to recognise and work with the strengths of their peers. Learning and reflecting together creates a more focused environment, which in turn fosters greater clarity and collective vision.

Initial exploratory discussions: We start with a conversation about your team and look at useful questions such as:

- What is the team being asked to step-up and achieve?
- Have you had team development before? What worked, didn't work?
- Who else should we be talking to?

Inquiry: We then begin with conversations and questionnaires with the leader of team and with each individual in the team: to understand the key objectives, how the team operates, and areas of concern or improvement.

Discovery: We then discuss the collated data, use observation, feedback and specific interventions to look at group dynamics and challenge conventions. The coach and team then co-create a coaching journey based on the team's findings and needs.

Listening, exploring, action, review: We work together on both interpersonal and task related aspects of teamwork and can focus on clarifying the team's mission and values, leadership or improving external and internal relationships.

The benefits of team coaching:

- Increase innovation and creativity
- Gain insight into the collective and individual strengths
- Develop an understanding of the group dynamics
- Enable the team to question and validate their own assumptions
- Increase trust in relationships by sharing concerns, fears and ideas
- Manage conflict to drive performance and remove barriers
- Improve communication across the team and external stakeholders
- Promote collective learning and accountability

Team coaching is effective when:

- You have a new team and want them to hit the ground running
- Your team needs to clarify its mission and values
- You wish your team to provide a model for organisational change
- The team need to improve internal and external relationships
- There are specific issues that need to be addressed collectively

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New Teams | Trust, Communication, Strengths

For a new team to hit the ground running you will want to develop trusting relationships by sharing concerns, fears and ideas. Gaining an insight into the collective and individual strengths the team will drive performance and remove barriers. Coaching will increase communication and promote collective learning and accountability.

Existing Teams | Communication, Accountability, Leadership

Your team may be in need of revitalisation or may need to manage conflict to drive performance and remove barriers. Coaching helps promote better collective habits that will enable a team to validate and question their own assumptions. Better communication will enhance innovation, diverse thought and creativity.

Teams and Groups | Communication, Commitment, Insight

LEGO® SERIOUS PLAY® workshops use 3D LEGO model building as a basis for narrative. They develop your team's ability to uncover insight, innovate and develop listening, sharing and presentation skills.

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Karen Fugle is an executive coach and LEGO® SERIOUS PLAY® facilitator with over 20 years experience in the Architectural industry.

Karen elevates her client's ability with results-oriented coaching that is achieved through clear actionable planning. She has a strong work ethic that manifests in high standards, clarity of approach and simplicity of delivery.

Karen is an accredited Associate Certified Coach (ACC) with the International Coaching Federation (ICF) and is a certified LEGO® SERIOUS PLAY® facilitator.

SleepingGiant Consulting is ISO 9001 certified, establishing the name as synonymous with quality in the coaching field. ISO 9001 certification underlies my commitment and focus on clients' development.



"I love working with people and am passionate about personal development that can have a positive and quantifiable impact on the running of businesses at every conceivable level."

Contact Karen today for more information.

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