



SLEEPINGGIANT

CONSULTING

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

TEAM COACHING

Team coaching is about helping the team to improve their performance, through a cycle of reflection, new thinking, planning and action and back to dialogue. Team Coaching is based around five key stages of development. Although structured, it is a flexible approach that reflects the reality of influences, challenges and environmental shifts that are inherent with teams in the construction sector.

The benefits of team coaching:

- Clarify the team vision and goals as well as defining boundaries and roles
- Gain insight into the collective and individual strengths
- Address specific issue that are impacting on the teams performance
- Enhance the team's ability to respond to challenges and opportunities and become more resilient
- Improve communication across the team and external stakeholders
- Increase innovation and creativity

Stage 1. Inquiry: Starting with 1:1 conversations and/or questionnaires, we uncover the various factors affecting the team environment. We then come together to discuss the collated data and the coach and team co-create a coaching journey based on the team's findings and needs.

Stage 2. Set-up: We cover the three steps that are critical to establishing team trust and a collaborative environment and enable the team to be clear on how they will work together.

- Rules of Engagement and Collaborative Behaviour
- Vision and Values
- Feedback and ROI

Stage 3. Action: For the team to adopt effective work patterns, we look at the processes, routines and activities that maintain clear communication, encourage dialogue and ensure clarity of understanding.

Stage 4. Resilience: So that teams learn to thrive under pressure we take a look at managing relationship conflict, monitor stress and improve collective resilience.

Stage 5. Improve: We look at how the learning is embedded and feeds back in the wider system, and establish an environment to innovate and improve.

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
- 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 deepen listening, sharing and presentation skills. Find out more at <http://www.sleepinggiant-consulting.com/lego-serious-play/>

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Karen Fugle is an Executive Coach and LEGO® SERIOUS PLAY® facilitator who specialises in working with Architects and Designers. Karen's background includes over 10 years of CAD and BIM management and consultancy.

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 a member of the Association of Construction Team Coaches, an accredited Associate Certified Coach (ACC) with the International Coach Federation, a member of the National Council of Psychotherapists and a certified facilitator of the LEGO® SERIOUS PLAY® method and materials. Karen is a core-team member of the Women in BIM network and RIBA affiliate.



"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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