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# **COACHING GROUPS & TEAMS**

# SESSION OVERVIEW

In this session, we explore the principles and practices of coaching groups and teams, and how they differ from individual coaching. Students will learn how to facilitate collective awareness, manage multiple voices, and create psychological safety in shared conversations. We will clarify the distinction between a group and a team, and how coaching approaches differ depending on the context. Participants will develop skills for balancing structure with flexibility while maintaining neutrality and inclusion. Coaching groups and teams requires expanded awareness — not just of individuals, but of the system as a whole.

# WHAT IS GROUP COACHING?

## **Group coaching involves:**

- Individuals working on their own goals
- Shared learning in a collective setting
- Peer insight and reflection
- Coach facilitates shared exploration

*Members benefit from diverse perspectives & strengths*

# WHAT IS TEAM COACHING?

## **Team coaching involves:**

- A defined team with a shared purpose
- Collective goals and outcomes
- Interdependent roles
- Focus on team dynamics and performance

***The team itself is ONE client.***

# GROUPS **VS** TEAMS

**Individuals with personal goals **VS** Members share a common goal**

**Low interdependence **VS** High interdependence**

**Coach focuses on individuals **VS** Coach focuses on system dynamics**

**Learning-based **VS** Performance-based**

**Individuals grow **VS** The system grows**

# WHY THIS MATTERS

## **If you treat a team like a group:**

- System issues go unaddressed
- Accountability weakens
- Conflict remains unresolved

## **If you treat a group like a team:**

- Individual goals may be overshadowed
- Structure may feel rigid

***Clarity shapes coaching strategy.***

# TIP 1: EXPAND PRESENCE

**In multi-person settings, coaches must:**

- Track multiple voices
- Notice power dynamics
- Observe energy shifts
- Hold neutrality

*Presence expands beyond one client.*

## TIP 2: LISTEN TO THE SYSTEM

### Coaches listen for:

- Patterns in interaction
- Who speaks and who doesn't
- Interruptions or alignment
- Emotional tone shifts

*The system communicates constantly.*

# FACILITATE COLLECTIVE AWARENESS

## **Coaches help groups/teams:**

- Reflect on patterns
- Identify shared assumptions
- Clarify agreements
- Strengthen accountability

*Awareness moves from individual to collective.*

# ALIGN BEHAVIORS & NORMS

## **Establish clear agreements**

- Clarify confidentiality in shared settings
- Define roles and expectations
- Establish communication norms

## **Encourage Equal Participation**

- Invite quieter voices
- Manage dominant participants
- Normalize diverse perspectives

## **Name System Patterns**

“I’m noticing that most decisions are being made by two voices. What impact does that have on the team?”

# FACILITATION TIPS

- Establish clear norms at the start
- Clarify whether you are coaching individuals or the team
- Reinforce confidentiality agreements
- Set clear session outcomes
- Create psychological safety intentionally
- Track airtime distribution
- Invite reflection before reaction

# FACILITATION TIPS

- Ask system-level questions
- Pause when tension increases
- Summarize collective themes
- Clarify shared commitments
- Address conflict constructively
- Reinforce team strengths
- Encourage peer accountability
- Close with shared action steps

# SYSTEM AWARENESS

## **In a mock team session, a coach listens for:**

- Who interrupts whom
- Agreement without discussion
- Body language shifts
- Energy drops

## **Then a coach offers a neutral observation:**

- “I notice the conversation shifts quickly when disagreement emerges. What’s happening there?”

## **Debrief:**

- Did the observation expand awareness?
- Did it maintain neutrality?

# REFLECTION QUESTIONS

- **Did I focus on individuals or the system?**
- **Did I remain neutral?**
- **Did I manage airtime fairly?**
- **Did I name patterns respectfully?**
- **Did the team leave with clarity and ownership?**

# WRAP UP

Coaching groups and teams requires expanding your lens from individual insight to collective dynamics. When coaching individuals in a group, you create shared learning. When coaching a team, you facilitate system-level transformation. The coach's role shifts from guiding a single conversation to holding space for a living, breathing network of relationships. Sustainable growth happens when the system becomes aware of itself.

***“When a team can see its patterns clearly, it can choose them consciously.”***

As you develop this competency, ask yourself:

**Am I coaching the loudest voice — or the system as a whole?**