



# Team Coaching Certification Program (TCCP®)

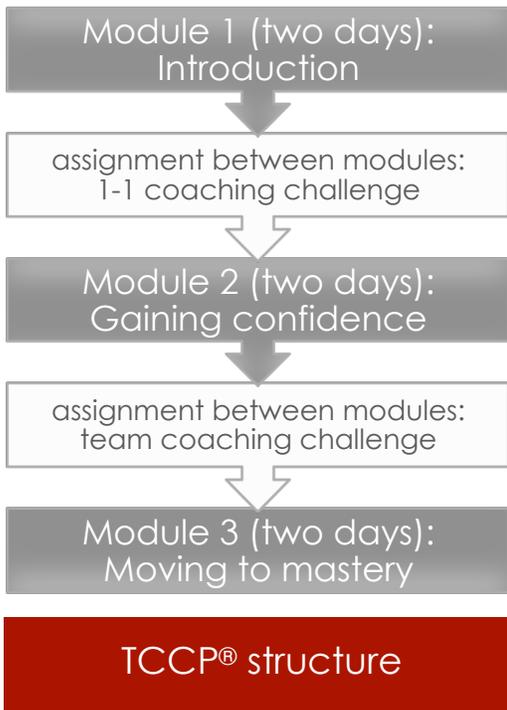


## Goals / Benefits

- Learn powerful team, peer and one-on-one coaching techniques based on ARL® principles.
- Develop skills to recognize how different members can contribute to create a high performance team.
- Raise the level of team engagement, effectiveness, productivity, and performance.

The ability to develop effective teams is critical to innovate and win in the global economy

Organizations are increasingly relying on teams to develop and deliver their business strategies. This focus is placing great pressure to ensure the teams function effectively and perform across national, functional and cultural boundaries. Evolving business challenges require the team leader and members to acquire a new set of behaviors and skills. LIM has designed the TCCP® to help companies and organizations develop their own team coaches to ensure internal teams work well and drive business results.

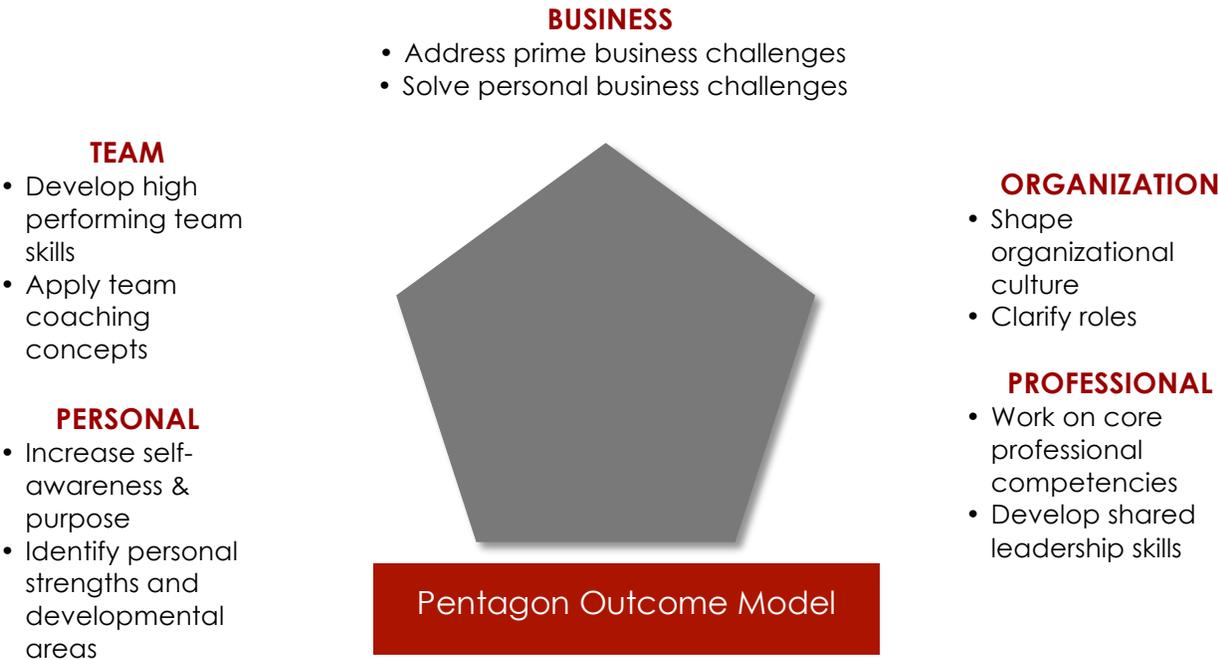


LIM's TCCP® focuses on each client's specific coaching needs. Throughout the program, participants work in teams on business challenges selected by the client. An experienced LIM Learning Coach guides them as they learn and practice essential team coaching competencies.

**Through experiential learning activities, TCCP® participants develop the skills to coach teams:**

- Discover the LIM team coach mindset and frameworks necessary to drive a high performance team;
- Deepen self-awareness of personal values, assumptions and beliefs that impact your role of a team coach;
- Practice the role of a team coach and receive feedback from the LIM coach and team members;
- Develop the ability to design learning interventions;
- Master basic team coaching concepts and tools.

**LIM's clients achieve outcomes on FIVE dimensions**



**Target audience** -- This program is for team leaders, aspiring team coaches, HR Business Partners (BD), OD and L&D professionals, as well as entrepreneurs who wish to improve their team management skills.

**Program length** -- The TCCP® program is a 6-day program that consists of three 2-day modules, facilitated by Certified LIM Learning Coaches, plus supported experiential coaching assignments in between modules.



**Our comprehensive TCCP® program allows participants to experience the roles of team member, client and learning coach. They receive just-in-time tools and coaching to practice the newly learned behaviors and skills.**

## Customer success example: A team transformation challenge

The newly appointed Human Resources Director of a large family-owned business wanted to drive the performance of his functional team to new levels, and prepare the team to lead a major organizational change initiative during the course of the program.

### **Pre-workshop challenges:**

- The new HR Director wanted to go from forming to norming to performing with as little storming as possible.
- Anxiety among employees about plans for a major organization change that would 'allow' 4 different business units to share common services (IT, HR & Finance).
- A relatively new HR Team who wanted to become great business partners but didn't know exactly what that meant.
- A CEO who wanted to professionalize and align his company fast, coupled with high expectations from shareholders and an executive team that worked in 'silos'.

### **What we did:**

- Tailored our TCCP® to support the HR Team to lead the organizational transformation while learning the Team Coaching skills, concepts and tools.
- Coached each the business unit leaders and invited them to share their expectations for their HRBPs.
- Co-designed individual and team interventions throughout the program to link learning with urgent change requests.
- Coached the CEO and the HR Director, well as the members of his team.
- Provided one on one coaching to each of the HR Team members in addition to holding three TCCP® 2-day modules.

### **Results:**

- The HR team is visibly more competent and confident, and has received praise from the BU heads.
- Business performance, as well as profitability, has improved.
- A common culture is forming. There is a growing pride in being part of both each BU as well as the overall 'mother' company.
- HR is being credited as a positive engine for change.

## LIM is all about solutions

Our work focuses on meeting business goals. We help clients find ways to address their strategic challenges, and turn problems into growth opportunities. We guide individuals to think in new ways. Programs featuring hypothetical challenges are simply not as meaningful or engaging. Our programs focus on the real business challenges clients face in their organizational context. This is where the most powerful learning takes place.

## Our powerful ARL® methodology drives results for our clients

LIM uses its Action Reflection Learning (ARL®) methodology to help clients address key team challenges. ARL® is based on powerful learning principles that make the transformational experiences both engaging and relevant. Most importantly, the learning is highly applicable to the organizational context and is easily transferred into the day-to-day life of teams and leaders.

## Contact us:

For more information, contact us at: [info@LIMglobal.net](mailto:info@LIMglobal.net) or +1 469 546 5529.

## How can LIM help your organization

Over the past three decades, LIM has refined its core ARL® methodology into a solutions-oriented selection of tools, tactics and learning strategies that deliver exceptional results. Teams become more effective, decisions become sounder, strategies and plans are effectively executed. Our ARL®-based solutions eliminate much of the pressure and stress that permeates today's organizations. Imagine completing your daily operations and having more time available. ARL® makes that possible.

## Earning while Learning: we develop effective team coaches

Our network of over 50 certified learning coaches work with organizations across the world to develop successful leaders.

*"LIM's expertise in ARL® and their Team Coach Certification Program are very impressive. My team members enjoyed the learning and have applied their new coaching skills in their daily roles as HR business partners."*

**Meade Zhang, Human Resources Director, AstraZeneca China**

*"LIM's Learning Coach training program was most enriching. Unlike most other training experiences, I found a new reality through my individual learnings..."*

**Ethel Castro, Human Resources, GM Colombia**

