

SYSTEMIC TEAM COACHING

Change how your leadership team decides and follows through

Strategy rarely fails on paper. It fails in the room.

4 to 6

MONTHS

4 to 6

TEAM SESSIONS

8 to 12

HOURS OF COACHING

4 to 10

PARTICIPANTS (APPROX.)

Scope tailored to team needs.

WHERE TEAM COACHING HELPS

These patterns sit between people, so the whole team works on them together

WHAT YOU MAY SEE NOW		WHAT THE COACHING WORKS TOWARD	
Decisions get reopened after the meeting.	→	Clear decision rights and decisions that hold.	EXECUTION
Disagreement comes out in side conversations.	→	Challenge happens before the decision is made.	TRUTH + TRUST
Functions pursue competing priorities.	→	One set of priorities every function works from.	ALIGNMENT
When a shared result slips, no one owns it.	→	Members hold each other to shared commitments.	EXECUTION

THE ATTUNE™ TEAM LENS *Six conditions that shape whether a leadership team executes its strategy.*

A ALIGNMENT	T TRUST	T TRUTH	U UNDERSTANDING	N NAVIGATION	E EXECUTION
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HOW IT WORKS

Every session includes the whole team. It looks at how it decides and handles disagreement, then practices on live issues, such as a decision it keeps putting off. Content comes from the team's own work.

Systemic means the sponsor and stakeholders are part of the work, and the team learns what its stakeholders need from it. Their feedback at the start sets the baseline. At midpoint and close, it shows whether others can see the change.

WHO IT IS FOR

Leadership or cross-functional teams of about 4 to 10 people who share a purpose and depend on each other's work.

Less suited to teams whose membership is about to change, or when the goal is to fix one individual's performance.

CONFIDENTIALITY

Assessment answers are anonymous. Interviews stay confidential, and findings go back to the team as themes, never attributed to anyone.

THE ENGAGEMENT

How the coaching runs

It starts with listening. Team sessions address live issues, and the final phase focuses on sustaining progress.



POSSIBLE AREAS OF FOCUS

TEAM ASSESSMENT DEBRIEF The team reviews its ATTUNE™ Team Assessment results and interview themes together.	PURPOSE AND PRIORITIES What the team exists to deliver, and what its stakeholders expect.	TEAM AGREEMENTS Agreements on how the team works, built on the six ATTUNE™ Team conditions.
LIVE DECISIONS The team works through a decision it has to make now, in its own meeting, with coaching on how it decides.	CONFLICT AND OWNERSHIP How the team handles disagreement and turns it into decisions everyone owns.	REVIEW AND HANDOVER Progress against the agreed outcomes, and how the team keeps its gains after coaching ends.

Coaching hours count team sessions only. Session frequency, duration and scope are agreed during contracting; diagnostic work, stakeholder engagement and preparation are defined separately in the engagement agreement.

ROLES AND TIME

TEAM LEADER	Every agreed session, as a team member
MEMBERS	A short online assessment and a 30-minute interview upfront, then agreed sessions
SPONSOR	Kickoff, midpoint and close
OPTIONAL	Individual coaching, scoped separately

HOW PROGRESS IS TRACKED

- 1 Agree 2 to 4 outcomes at the start, written as observable changes in how the team works.
- 2 Collect sponsor and stakeholder feedback at the start, midpoint and close.
- 3 Agree at the start how progress is reviewed at midpoint and close, using agreed measures, which may include a repeat team assessment and relevant business indicators.



YOUR COACH

Claudia Beck, MCC

- ◆ ICF MASTER CERTIFIED COACH
- ◆ CPCC
- ◆ FIVE BEHAVIORS CERTIFIED
- ◆ LEADERSHIP CIRCLE PROFILE CERTIFIED

25+ years in global corporate leadership, leading teams across the US, UK, Europe and Asia. Roles include SVP Global Planning and Allocation at Tory Burch, VP Planning and Allocation EMEA at Burberry, and 12 years at Gap Inc. in San Francisco, Tokyo and Shanghai.

Currently in Systemic Team Coaching Practitioner training. 6,000+ coaching sessions. Creator of the ATTUNE™ Framework.

Start with a 30-minute conversation with the team leader or sponsor

It looks at what is getting in the team's way and whether systemic team coaching is the right fit.

Book directly: calendly.com/claudiabeck/executive-strategy-30min