

STRADA

Executive Team Coaching Process



High Performing Teams



Have several distinguishing characteristics:

- Exceptional performance
- High levels of enthusiasm and energy
- Personal commitment that is willing to go the extra mile
- Great stories of ‘galvanizing events’ – turning points
- More fun and humor than ordinary teams





Overview

Executive Team
Assessment

Develop a Working
Agreement

Outside-In
(Stakeholder
Expectations)

Team 360-degree
Feedback

Team Strengths &
Collective Leadership

Operating as a High
Functioning Team

Meetings &
Communications

Creating a Learning
Culture

Process Components

- **Team Effectiveness Assessment** – completed by team members followed by 1:1 interviews with each
- **Working Agreement** – how the team will operate in a First Team mindset
- **Outside-In Exercise** – exploring what each identified stakeholder group expects from this team
- **Team 360-Degree Feedback** – identifying how this team positively and negatively impacts stakeholders
- **Strengths Recognition** – utilizing the CliftonStrengths to better understand individual and collective leadership



Additional Components

- **Foundations of a High Functioning Team** –based on Patrick Lencioni’s “5 Dysfunctions of a Team”
- **Defining meeting and communication strategies** – how to engage in affective quarterly & weekly meetings, 1:1 conversations, and demonstrating leadership transparency in company-wide communications
- **Creating a Learning Culture** – utilizing the Emotions & Behaviors at Work assessment to leverage emotional intelligence in leadership
- **Coaching** – Monthly 1:1 coaching for each team member and team coaching included

