

Welcome to ICFLA's Reimagining Teams!

What does it mean to reimagine teams? How will reimagined teams require us to show up differently as coaches and leaders? How does diversity, equity, inclusion, and belonging factor into how we reimagine teams? Please join us for this interactive discussion leveraging the ICF Team Competencies and Appreciative Inquiry as we discuss challenges and best practices for reimagining teams.

- Participants will leverage the [ICF Team Competencies](#) as we reimagine teams
- Participants will integrate [Appreciative Inquiry](#) elements into their coaching and leadership
- Participants will discuss challenging scenarios and best practices for reimagining teams
- Participants will build community with their peers in this interactive discussion

Please be on video, share the mic, and speak only for yourself to honor the confidentiality of our shared group space. CCE codes will be shared 2 minutes after our start and 2 minutes before we close.

[ICF Team Competencies](#)

The ICF Team Competencies build on the ICF Competencies so we coach and interact with the team as its own entity.

- How does this impact how we reimagine teams?
- How does this require us to show up differently as coaches and leaders?

[Appreciative Inquiry](#)

Appreciate: 1. valuing; the act of recognizing the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems 2. to increase in value, e.g. the economy has appreciated in value.

Inquire: 1. the act of exploration and discovery. 2. To ask questions; to be open to seeing new potentials and possibilities.

- What questions can you ask to inspire the team to see what is possible?
- How does this impact how we reimagine teams?
- How does this require us to show up differently as coaches and leaders?

[Diversity, Equity, Inclusion and Belonging](#)

Diversity: Diversity refers to the fair representation of different social identities -- like race/ ethnicity, gender and age -- across the company.

Equity: Equity includes both processes to ensure inclusion and processes to eliminate barriers or imbalances that keep employees from having equal opportunities

Inclusion: Inclusion is promoted when the employer understands the differences in employees' identities and offers everyone equal opportunities to be successful within the organization.

Belonging: Belonging happens when diversity, inclusion and equity are well established in an organization. A feeling of belonging grows naturally when employees feel secure and accepted.

- How do these definitions impact how we reimagine teams?
- How do these require us to show up differently as coaches and leaders?

Challenges and Best Practices

- What challenges come up when you consider reimagining teams?
- What best practices can you leverage?

Takeaways

- What are you taking away from our time today?
- How will this impact your coaching and/or leadership?