

A dark, moody photograph of rowers on a lake at dusk or dawn. The rowers are silhouetted against the water, which reflects the low light. The overall tone is blue and black.

STRUCTURING SUCCESSFUL TEAM COACHING ENGAGEMENTS

AUGUST 2025



Foundational Elements

ALIGNMENT & CONTRACTING

Topics and
objectives
Session norms,
Goals

ASSESSMENT PROCESS

**Initial
Assessment**
PI, Enneagram,
360

Pre & Post
Includes
qualitative
feedback

STRUCTURE & COMMUNICATION

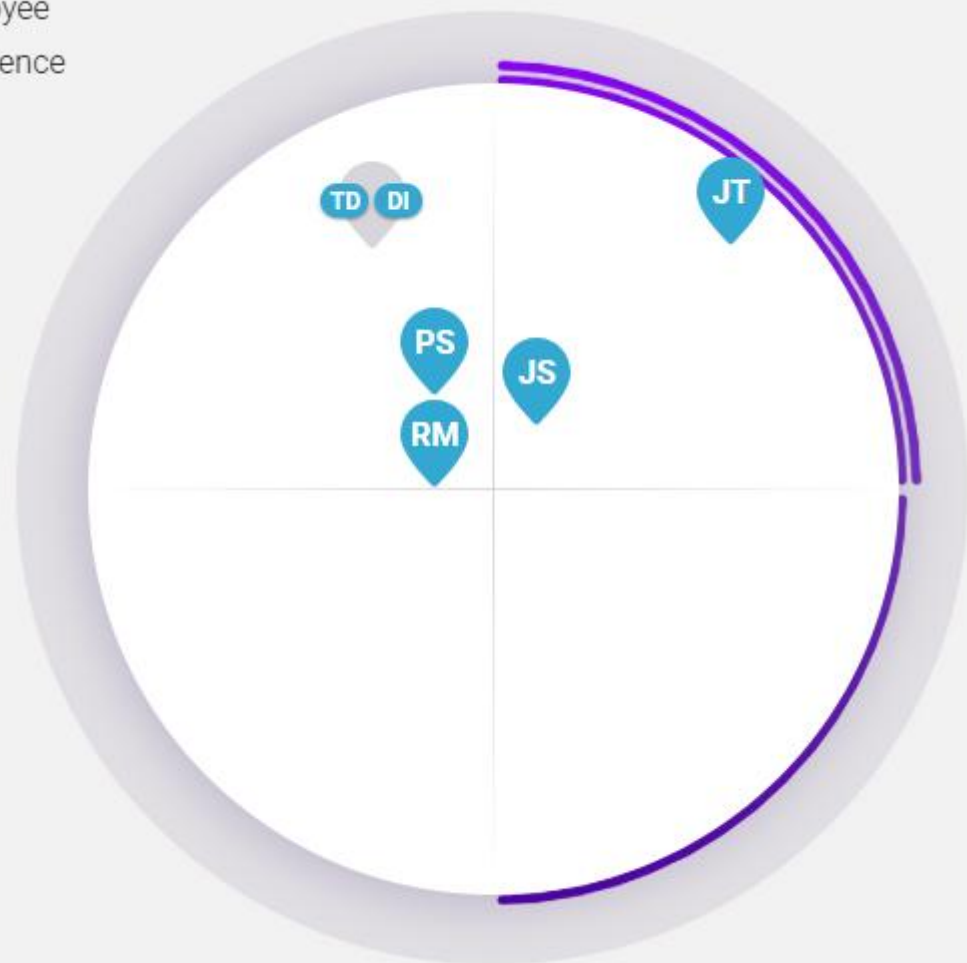
**Individual
Sessions**
Beginning,
middle, end

Cadence
With and
without the
leader(s)

Pre & Post
Mechanisms
and plan for
lifecycle

Teamwork &
Employee
Experience

Innovation & Agility



Process & Precision

Results & Discipline



You are a **Cultivating Team**

Cooperative | Supportive | Loyal

Hide more details ^

You're a friendly and accepting team. You make



You are pursuing a **Pathfinding Strategy**

Pathfinding Strategies seek to add customers while being open to innovation and partnerships.

To build a culture to reach your goals

Scale Innovation ^

Bring together key innovators and process-focused individuals to create a method of scaling innovation—and iteration—while ensuring quality standards continue to be met.

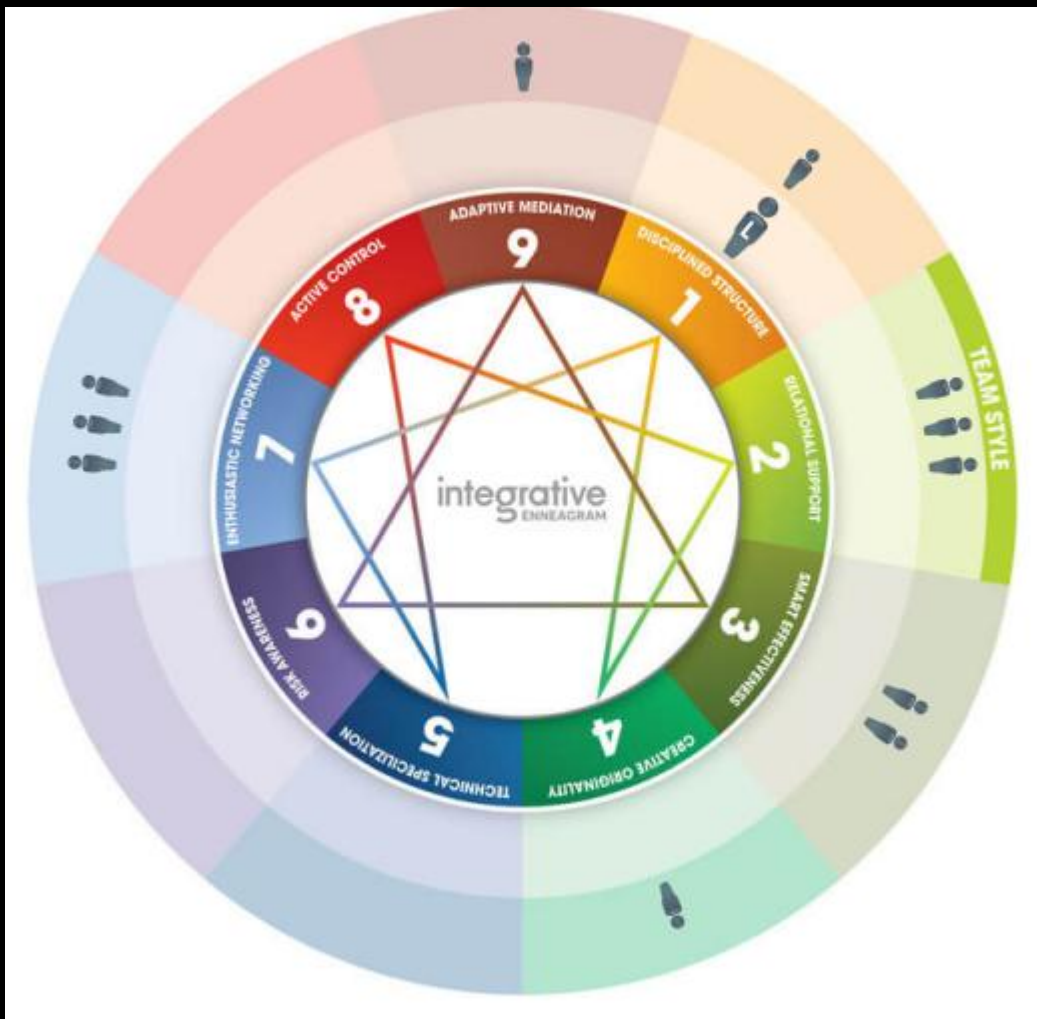
Innovate with your clients ^

Work with your clients to understand where you should focus your innovation vs. production. Do they have a new problem and no solution? Do they have a solution they'd like to see improved?

Identify how to improve current offerings ^

Pair employees who are highly-motivated to accomplish tasks quickly and meticulously with employees who are innovation-focused. Together, they'll come to understand how to improve current offerings.

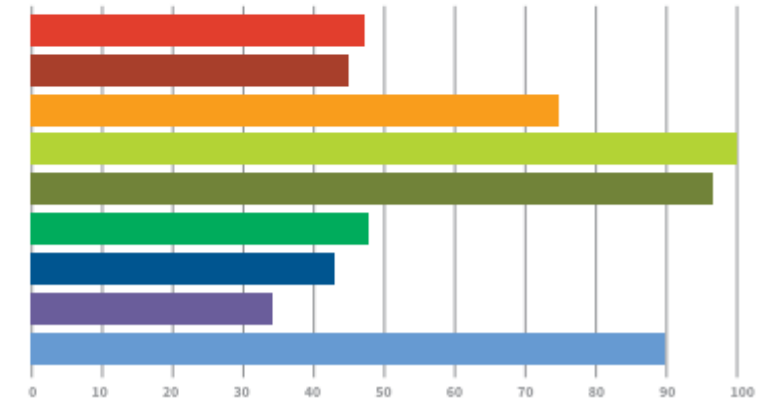




Team Enneagram Distribution

The image below represents the collective energies or styles accessible to your team. Note that this is a collective profile and does not necessarily reflect the individual types in your team's makeup. High bars represent styles or competencies your team has easy access to and collective energy for. These may also become defaults or areas of over-focus for your team. Low bars reflect energies or competencies that are under-represented in your team, which may become blind spots or areas of low competence.

- 8 Active Control
- 9 Adaptive Mediation
- 1 Disciplined Structure
- 2 Relational Support
- 3 Smart Effectiveness
- 4 Creative Originality
- 5 Technical Specialisation
- 6 Risk Awareness
- 7 Enthusiastic Networking



Approach

	Team Building	Team Training	Team Consulting	Team Mentoring	Team Facilitation	Team Coaching
Time Frame	Short 1 – 5 Days	Short 1 – 5 Days	Widely variable	Staccato Hours over a long period of time	Short 1 – 5 Days	Longer term, months
Process	Exercises	Work w/ the team through curriculum of material	Consultant shares expertise	Mentor shares	Facilitate dialogue	Team and Coach partner
Growth Area	Enhanced relationships	New knowledge Or skill	Additional insights	New knowledge	Clarity	Achieved goals Team Sustainability
Team Dynamics Conflict Resolution	Minimal	Minimal	Minimal, advisory	Minimal	Minimal	Integral
Expert, Ownership	Instructor	Trainer	Consultant	Mentor	Facilitator and team	Team

Pricing & Structure

TIME & COMPLEXITY

- Coach's time commitment
- Modalities required
- Coach experience and needs

GROUP & CLIENT DETAILS

- Size of group
- Client size, industry, location

DIRECT & INDIRECT COSTS

- Inclusion and balance of 1:1s to group sessions
- Materials, assessments, books
- Retainer for services that extend beyond the engagement



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