

team coaching

team

date

notes

Use this canvas to help guide your coaching conversations and capture the elements of the discussion along the way.

If you are meeting in person, print this as an A1 sized poster. Work through the numbered boxes in sequence and where helpful capture content on sticky notes in the appropriate box.

If meeting virtually, open the document on your screen, share your screen and type into the editable fields to capture the team's contributions.



pact

Agree on how you'll work together.

Share the experience and goals of team coaching and invite the group to opt into the process.

1.



potential

Identify issues and opportunities to work on.

- What do you have energy to work on together?
- What problems should we tackle?
- What do we need to get better at as a team?
- What do our stakeholders care most about?
- What might have the biggest impact?

2.



position

Explore the current reality of the team's situation.

- What's happening now and who's involved?
- What's holding us back?
- What biases or assumptions might be at play?
- What's our blindspot?
- What's having the biggest impact right now?

3.



possibilities

Generate ideas to help towards the potential.

- What options might we explore together?
- What non-obvious approaches might be relevant?
- What if we had unlimited resources / no resources?
- How could we leverage resources or relationships?
- What's the craziest idea we could use?

4.



pathway

Evaluate options and plan action.

- How will we decide what to do?
- What criteria or processes will we use?
- Who will do what, by when?
- What do you have the most energy for?
- What would be the first step?
- How will we know if you have succeeded?

5.



playback

Review the process together.

- What worked well and why?
- What was most challenging and why?
- What would you do differently next time?
- What topic should we consider next?

6.