

Coaching Self-Directed Teams

Successful Teams

A fully empowered, mature, self-directed work team will:

- Define its own goals
- Set its own standards
- Give feedback to members about work performance and team skills
- Appraise its own performance
- Identify and support the training and development needs of its members

Coaching

- Remember that your goal is to create a successful team that can work autonomously.
- A coach ensures that the team stays on track during the developmental stage.
- Teams will naturally move towards a leader/follower state if left unattended.
- Remind them often that no one person is as smart as they all are collectively.