

5 Ways an Executive Coach Can Improve the Dynamics Of Your Team

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Having a solid team where each member performs at a high level is extremely important for all organizations but it doesn't happen often. In fact, the majority of teams are just getting by. Why? Isn't it strange how we enjoy socializing as a group but fail to work as a group? In every social group, there are underlying tensions just like in a corporate team yet we often practice patience and flexibility with our social group but not with our work group.

In a 2011 white paper by an office design group, 70% of workers waste 15% of their work time looking for a meeting place and another 24% waste 30 minutes doing the same thing. This leaves a mere 6% that dig into the work immediately. We are constantly coming up with reasons to delay working and this affects the dynamics of a team because it brings the energy and motivation level down.

And yet, good team building is the process of encouraging interaction through various activities that strengthen the team dynamics and leads to a more cohesive unit.

An executive coach plays a crucial role in significantly improving the dynamics of your team where managing emotional needs of each team member is absolutely critical. Various assessment tools can help executive coaches make this determination.

Many organizations depend on executive coaches for the overall development of their organizational performance. In 2011, the ASTD "State of the Industry" report showed that many companies will spend an average of \$1,228 on leadership training and development per employee in 2012. However, the problem is not the intention or the decision to obtain leadership training. Many of the companies won't improve because 41% end up purchasing an ineffective leadership development program. They opt for generic training seminars or boot camps when an executive coach can do much more in less time.

Executive coaches can help individual team members. Here are some ways they can assist:

- 1. Developing a plan to help members overcome personal and professional issues negatively impacting the team.** By conducting individual assessments, setting goals and implementing an individual plan of action, the executive coach can improve the personal and professional efficiency of the team by boosting an employee's self-esteem and self-confidence.
- 2. Executing strategic objectives:** An executive coach can help the team members create a workable action plan that helps them achieve the company's strategic objectives. For instance, if the company is having difficulties retaining customers, the executive coach might focus on improving the team's customer relation's skills, interpersonal skills, or sales skills.
- 3. Assisting in the overall development of the team:** An executive coach works to raise the level of productivity of the team. They achieve this by tapping into the group dynamics and figuring out exactly what the team needs to march towards their goals with self-confidence. Many executives across the world have sharpened their business leadership skills with the help of executive coaching.
- 4. Career Development:** An executive coach supports and motivates the team by providing them with improvement tools. They may focus on goal setting. Balancing their lives, or a host of other issues. However, the main objective is to improve their overall performance so they can climb their professional ladder with confidence.
- 5. Time-management:** This is the most important ingredient for success. An executive coach ensures that team members are productive and work toward their maximum effectiveness. They teach them to focus on the 80/20 principle and encourage them to prioritize their workflow by leveraging their skills. With improved time management issues, the team can accomplish more in less time.

In conclusion, executive coaches can be fundamental to the success of your overall business. Whether they are coaching leaders or inspiring team members, they are experienced at helping others focus on their careers, prioritizing tasks, can significantly improve the dynamics of your business. With this in mind, hire an executive coach now so that they can help you build a highly efficient team whose organization prospers.