

## Using Partnership Coaching to Strengthen Teams: Called to Coach 5/14/2021



### Best Practices

1. Be clear about your own process.
2. Communicate your process.
3. Understand the team landscape.
4. Meet with each partner independently first.
5. Know and honor your boundaries.
6. Lean into your strengths.

While teams are systems that are greater than the sum of its parts and need to be addressed as such, **the component parts of a team must be given attention and development as well.**



A team is a group of interdependent and interrelated individuals, each with a unique relationship to one another.

## Coaches Self-Assessment



### Me & Conflict

Conflict here refers to the misunderstandings, difficult conversations, and interpersonal miscommunications that are common in the workplace.

#### 1. How do you respond and address conflict?

#### 2. How do your strengths influence how you approach, manage, and resolve (your own) conflict:

- Which of your strengths might get you into conflict?
- Which of your strengths get you out of conflict?
- Which strengths lead you to want to avoid conflict?
- Which strengths help you to manage and resolve conflict?



### Helping Others In Conflict

#### 1. How do your strengths influence how you help others approach, manage, and resolve (their) conflict?

- What strengths help you most?
- What strengths might get in your way?
- What are workplace conflict resolution strategies you think are particularly effective?
- What are the benefits your clients experience in the quality of their relationships by knowing and using the language of strengths?

#### 2. In what ways could you use partnership coaching (if you aren't already doing it) to help teams you are working with achieve greater cohesion, trust, and results?



## Resources

### Adelante Coaching + Consulting Resources:

- [Exceptional Teams Model](#)
- [Partnership Coaching Client Success Story](#)
- [3 x 6 model of Conflict Resolution](#)

### Releasing Strengths Cascade Resources:

- [Bring & Needs Report Overview](#)
- [The Power of Two Worksheet](#)

### Gallup's Power of Two Resources:

- [Power of 2: How to Make the Most of Your Partnerships at Work and in Life; Gallup Press](#)
- [Power of 2 Gallup Business Journal Article](#)
- [Gallup News Library on the Topic of Partnership](#)

### Resources from other coaches/chat:

"Not everything that is faced  
can be changed, but nothing  
can be changed until it is  
faced."

- James Baldwin



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### Books (including oldies but goodies)

#### Conflict Resolution

- **Changing the Conversation: The 17 Principles of Conflict Resolution**, Dana Casperson
- **Conflict Resolution Playbook: Practical Communication Skills for Preventing, Managing, and Resolving Conflict**, Jeremy Pollack
- **The Coward's Guide to Conflict: Empowering solutions for those who would rather run than fight**, Tim Ursiny
- **Making Conflict Work: Harnessing the Power of Disagreement**, Peter T. Coleman
- **Resolving Conflicts at Work: Ten strategies for everyone on the job**, Kenneth Cloke and Joan Goldsmith
- **Turn Enemies Into Allies: The Art of Peace in the Workplace (Conflict Resolution for Leaders, Managers, and Anyone Stuck in the Middle)**, Judy Ringer

#### Difficult Conversations & Feedback (including oldies but goodies)

- **Crucial Accountability: Tools for resolving violated expectations, broken commitments, and bad behavior**; Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillan, and Al Switzer, McGraw Hill,
- **Crucial Conversations: Tools for talking when stakes are high**, Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler
- **Difficult Conversations: How to discuss what matters most**, Douglas Stone, Bruce Patton, and Sheila Heen
- **Radical Candor**, Kim Scott
- **Thanks for the Feedback: The Science and Art of Receiving Feedback Well**, Douglas Stone and Sheila Heen

#### Other Books I Love:

- **Dare to Lead**, Brené Brown
- **The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth**, Amy Edmonson
- **The Four Agreements: A Practical Guide to Personal Freedom (A Toltec Wisdom Book)**, Don Miguel Ruiz
- **The 4 Stages of Psychological Safety**, Timothy Clark
- **Nonviolent Communication: A Language of Life**, Marshall Rosenberg

Not much of a reader? Check out related videos on my [YouTube Channel](#).