



“Teams need appropriate support structures and systems in order to reach their potential”

Affina Team Journey Coach Programme

Supporting team development at scale across your organisation

The evidence is clear. Where teams work well together, we see higher levels of innovation, productivity and staff engagement.¹

What we also know is measurable impact requires a focused effort to create and sustain an organisational culture of team-based working.

To do this cost-effectively at scale and pace, organisations need to develop capacity to support team development in-house. Our tried and tested coach programme does just that.

Participants learn how to support team leaders as they work through the Affina Team Journey – an online tool for improving team effectiveness.

The programme is particularly relevant for those working in OD/HR, L&D, quality assurance, service improvement and similar roles.

Through this programme you can expect to:

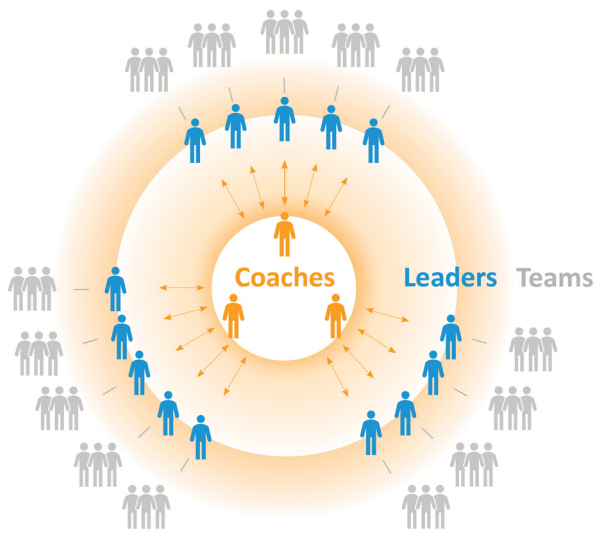
- Establish a team-based working culture
- Develop in-house capacity for large-scale team development
- Give your teams the best foundation for improving services

WHAT'S INCLUDED:

- up to 14 participants per cohort
- 4 full-day and 2 half-day workshops (virtual)
- expert coaching and support, plus peer group learning
- 2 team journey logins per participant
- comprehensive materials
- AOD accreditation and certification²
- CPD accreditation

¹ Based on the research of Professor Michael West and others - see affinaod.com.

² Accreditation allows participants to have their ongoing training and practical experience officially approved.



The aim is to inject volume and pace in the roll out of the team journey, creating 'ripple' effects. Each coach supports a number of team leaders.

“Team development is so obvious, so important and yet so overlooked. It's fascinating!”

Farzana Hussain

Accredited Affina Team Journey Coach

Programme objectives

Participants will learn the principles and practice of team-based working and how to support team leaders with all aspects of the Affina Team Journey:

- Engaging their team
- Assessing levels of effective team working
- Developing the seven dimensions of effective teams
- Reassessing levels of effective team working

Programme structure

Before the workshops

Orientation (1.5 hours)

To recruit, engage and/or prepare participants, gain their commitment and align the programme with organisational strategy.

Note: To gain hands-on experience, participants are expected to work with a team leader throughout the programme. Ideally the chosen team should be identified at the programme outset.

Online learning (2 hours)

To familiarise participants with the research behind the team journey.

Workshops

Workshops one to five (as shown)

To learn about team-based working, engaging leaders and teams, exploring the dimensions of effective teams, assessing effectiveness, understanding the role of the team coach and the stages of the journey, considering coaching style and approach, undertaking coaching practice and planning for success. Participants will also explore equality, diversity and inclusion, psychological safety, resilience and emerging themes from recent research.

Back in the organisation

In parallel with workshops one to five, participants will support nominated team leaders and their teams through the initial stages of the journey.

Final workshop

Workshop six

To share, learn and reflect together as a cohort in a final peer group session.

Programme overview

Orientation

Workshop 1 (half day)

Ready to coach? Induction and engagement

Workshop 2

Effective teams - building the foundations

Workshop 3

Effective teams - principles and practice

Workshop 4

Coaching skills – conversations with team leaders

Workshop 5

Influences on team performance and the value of re-assessment

Workshop 6 (half day)

Sustaining success and meaningful impact