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Coaching
Education



TEAM DEVELOPMENT MODALITIES

ICF: Team coaches may use additional modalities beyond coaching when necessary.
This may be done overtly or discreetly.

	Team Building	Team Training	Team Consulting	Team Mentoring	Team Facilitation	Team Coaching
Example	Annual gathering entertainment.	Introduction of new CRMS.	Upgrade of new technology	Cultivating leadership skills of mid level managers	Change management	Forming a highly effective team for a new project
Time Frame	Few hours	Depends on the technicality and the purpose of the training. Generally short.	Depends upon the need. Highly variable.	Based on the necessity. Ideally over a long developmental period of time.	Based on the necessity. Period depends on the outcome of the facilitation.	Over a long period of time. At least 6 months.
Process	Mostly physical (enjoyable or competitive) activities	Predetermined curriculum delivered by an expert in a classroom or practical setting.	Consultant provides the expertise	Advise and specific instructions	Structured and predetermined	Conversational, activity, assessment, actions & accountability based.
Growth Areas	Build relationships at a superficial level.	Technical skills or knowledge enhancement	Development of the organizational mission	Mostly Individualistic	Clear organizational outcomes	Collective behaviour, Attitudes & mindsets Modifications. Efficient collaboration
Team Dynamics	Team Interact collectively.	Minimal	None	Minimal	Minimal	Highly interactive
Team Engagement Level	Superficial & minimal	Minimal	Passive/minimal	Minimal	Minimal	Highly collective
Conflict Resolution	Non-effective	None	None	Minimal	None	Integral
L&D Contributions	None	None	None	None	None	Naturally developed
Expert	Instructions	Trainer	Consultant	Mentor	Facilitator & Team	Team
Owner	Service provider	Training organization	Consulting company	HR resource allocation	HR Resources	Team
Investment	Minimal	Variable	Variable	None when internal. Variable when external.	Variable	Variable