

Signature Processes

Signature processes are how you evolve *what works* for you as a group. The values and ways of working that give your group its unique and attractive qualities.

Some examples:

1. Clarity of the business purpose of coaching.

Group goals and objectives
Individual responsibilities and roles

2. Demonstrating our shared values

(e.g. We demonstrate our shared value of “*Empowering people*” with assertive communication and facilitation. i.e. not bossing people around.)

3. Recognising and using the specific talents people bring.



3. Making sure everyone is included in and synchronised for communications and meetings.

Meetings:

- Time of day
- How long?
- How often?
- Medium ~ face to face; phone / telecom; virtual / webmeeting; group blog

4. Respectful communication

To give our full attention, just one person speaks at a time.

5. Addressing conflict and disagreements early.

To prevent tensions in the group, we are open and honest about our differences and talk about these sooner rather than later.

What are your signature processes?