

How to Overcome Inner and Outer Obstacles

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Founder of Yellow Olivetree Coaching

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Yellow Olivetree
Coaching



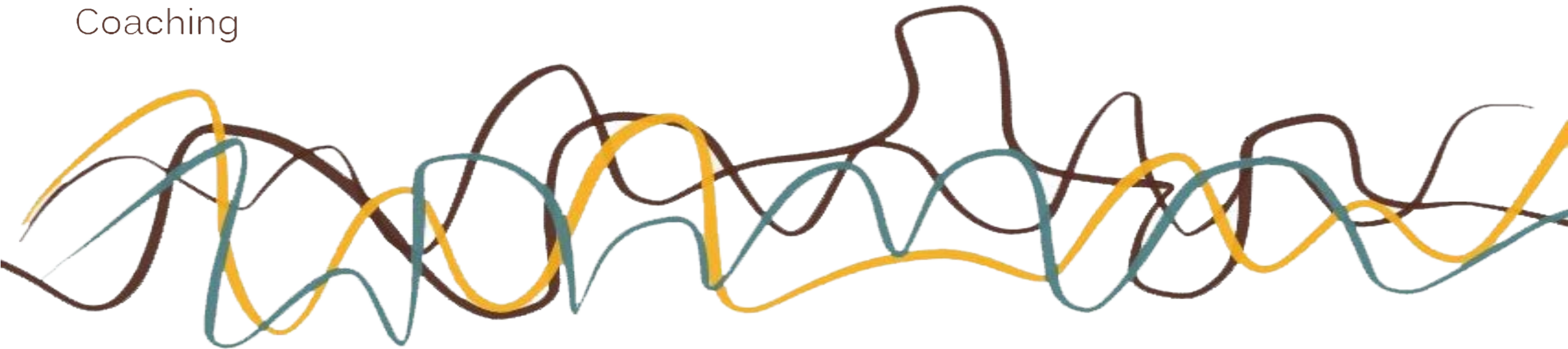
Yellow Olivetree
Coaching

We are:

Susanne de Jesus Oliveira
Systemic Coach & Scrum Master

Julia Renner
Scrum Master, Style Coaching
& Fitness Trainer

Yves Deja
Fitness Trainer



Yellow Olivetree Coaching – because YOU matter to us!



	Life Coaching	Leadership Coaching	Agile Leadership and Teams	Expatriate Coaching
Individual Coaching	First session 50 €	First session 120 €	Only customized and on demand	Only customized and on demand
Coaching Training	After Work	After Work & Customized	After Work & Customized	Coaching & Cooking
Workshop Facilitation	Executive Workshops / Year End Workshops / Strategic Planning / Start-Up Coaching / X-Mas Events			
Coaching Retreats	7 Days – just for you Italy / Piermont	From Leadership to Coaching Germany / Franken	Only customized and on demand	German Work-Life-Expertise Get to know German working culture

Scenario I
How to handle repeated attacks by one person?



Scenario II
What if one in your team *somehow* does not work?



Scenario III
How to position yourself in a "self-organized team".

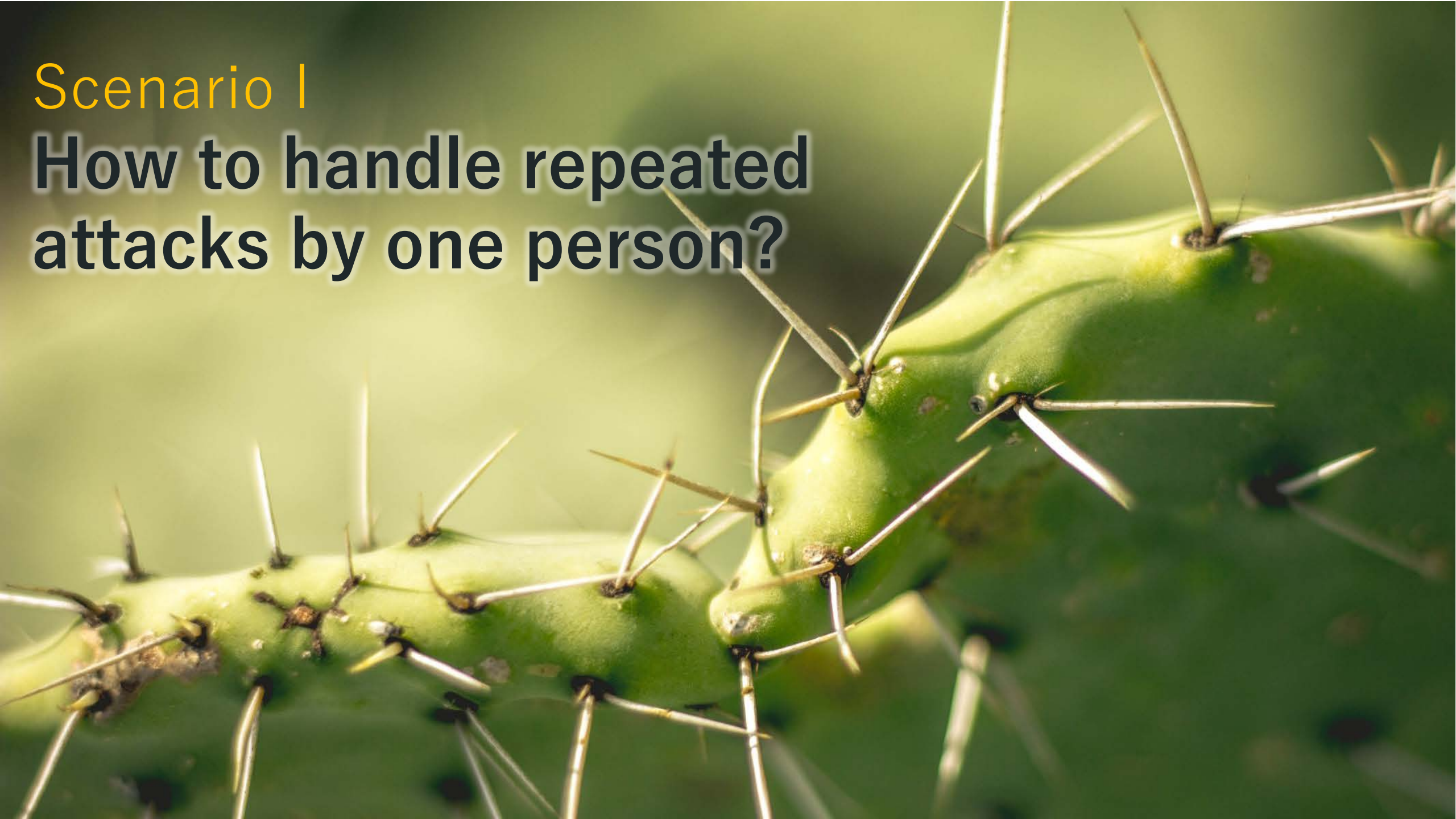


3 different coaching scenarios:
How to overcome inner and outer obstacles?



Scenario I

How to handle repeated attacks by one person?



Scenario I - Advises from others?

- Your manager?
- Your male colleague?
- And what about you?
What is your way to improve
the situation?



Scenario I

- **Leave your comfort zone** and mindfully ask the other person what happened in the meeting.
 - Try to **actively listen** to the story of your counterpart and to find out more about the “agenda behind the scenes.”
 - **Value the needs** of the person and bring up your points.
- >> **Get an agreement** for the next steps.
Both should feel confident!



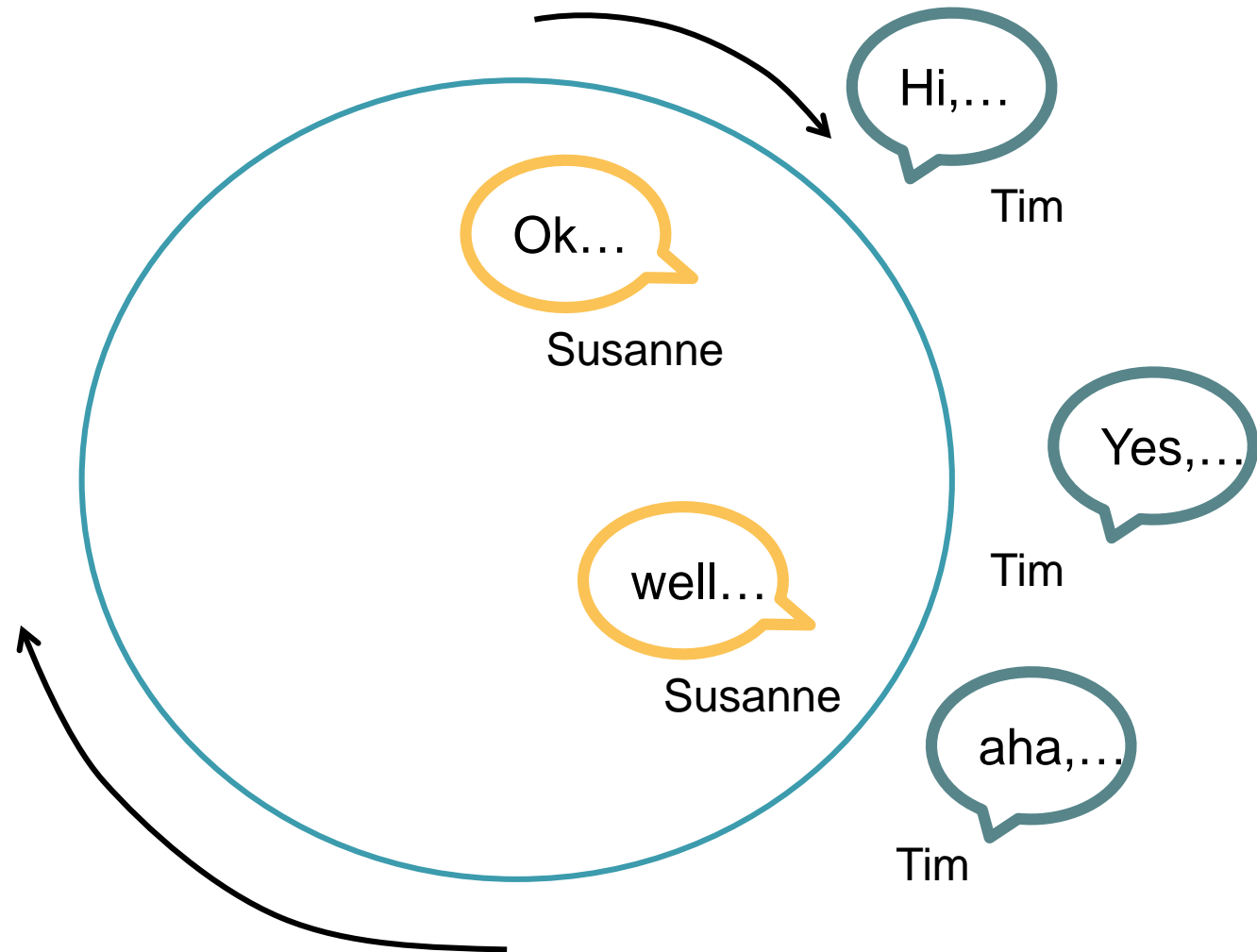


Scenario II

**What if one in
your team
somehow does
not work?**

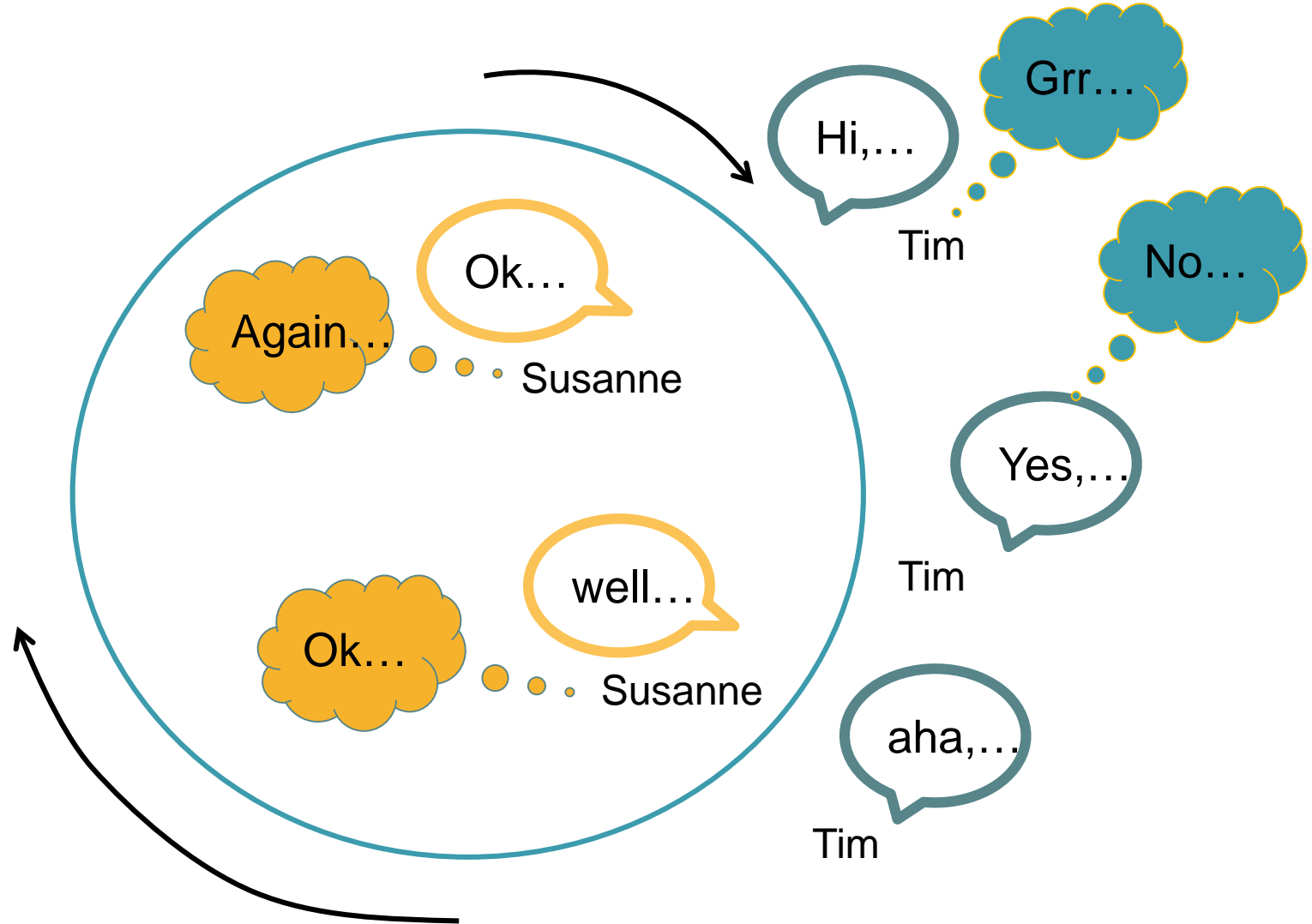
Working with patterns - Step 1

- Define your objective
- Choose a typical situation
- Define the stakeholders
- Create the pattern



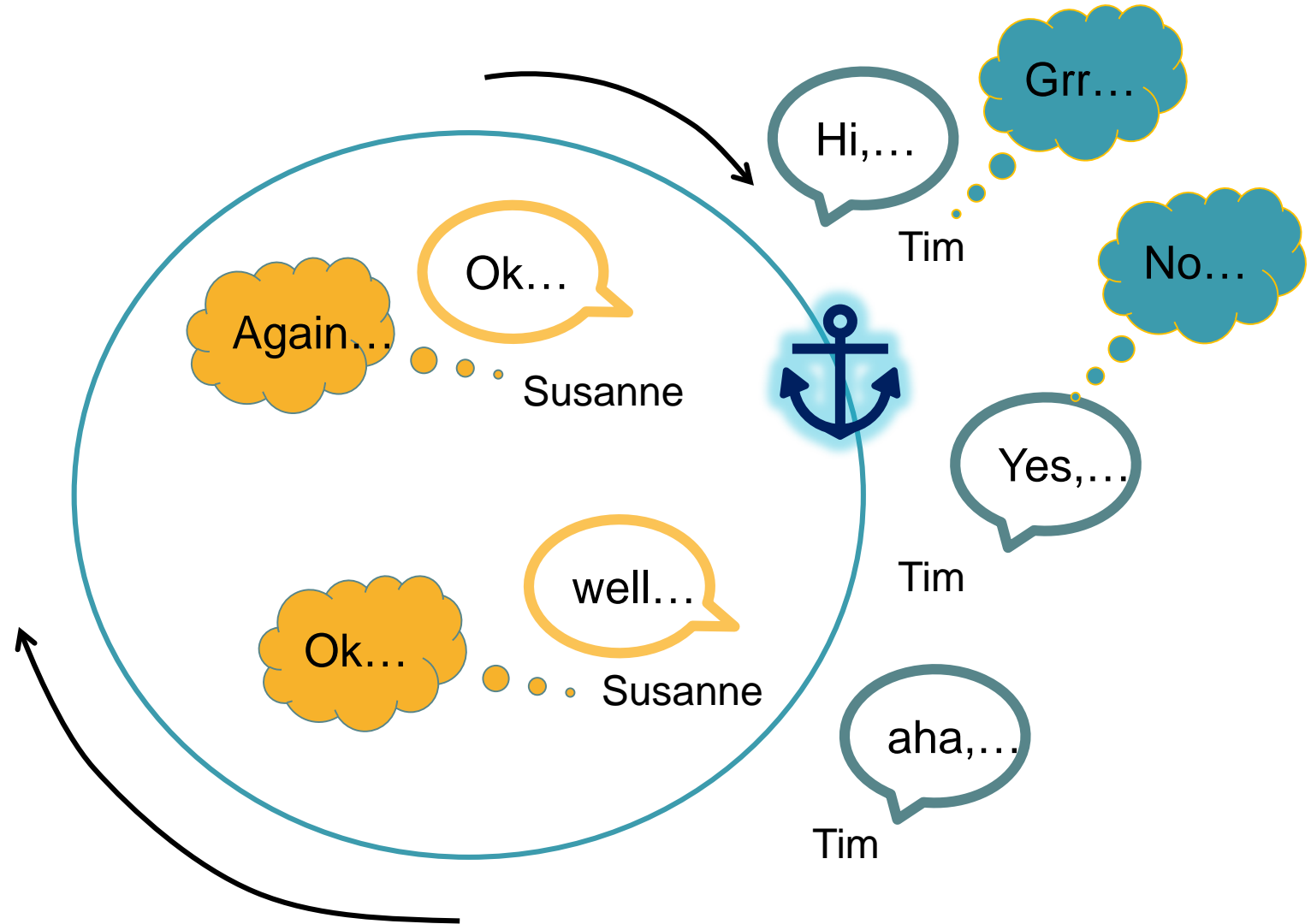
Working with patterns - Step 2

- What do I think while I talk?
- What is Tim thinking?



Working with patterns - Step 3

- What do you notice by watching your final picture?
- Set an anchor at the position where you will change the pattern in the future.
- Write down your future actions.
- Be as concrete as possible



Scenario II

- If people come twice, they know that they will always get help
- Actively listen to your team members
- Coaching instead of explaining
- Sometimes a good questions helps more than helping with the right solution



Scenario III


**How to position yourself
in a “self-organized
team”.**

Scenario III – Positioning in self-organized teams


“Self-organized teams choose how best to accomplish their work, rather than being directed by others outside the team.”

- What exactly is the value you bring into the team?
- Why and how do you want to be heard?
- Self-organized teams need trust

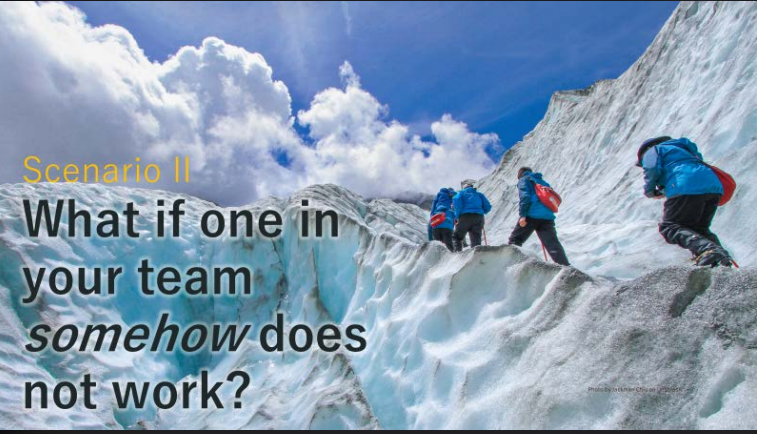




Scenario I
How to handle repeated attacks by one person?



Scenario III
How to position yourself in a “self-organized team”.



Scenario II
What if one in your team *somehow* does not work?



Getting agreements is always better than beating back

Define your own value
Trust Transparency

Work packages always goes there, where somebody takes it

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„If it's worth it,
let me work it!“
[Missy Elliott]

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Thank you!
Questions?



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