



Team Coaching and Facilitation.

Design the future: ideas created for your team, by your team.



Welcome.

Thank you for taking time to learn about how I help teams to create their own future.

Why do people seek me out as a team coach and facilitator? It's for my philosophy that the best ideas come from within teams and organisations. Ideas designed by your people, for your people and organisation.

So what's my role? I help teams to create new concepts, solutions and plans using a broad range of methodologies, disciplines and tools.

It's an approach that inspires creative thinking and helps people challenge assumptions. It helps teams generate better ideas—and take action—faster and with greater confidence.

Discovery and co-design

Define the future you want: assess where you are today; generate fresh ideas; build and execute your plan; adapt and learn at speed.

“Coach, consultant, mentor and collaborator extraordinaire! Carol brings unbounded enthusiasm and experience to all aspects of her interactions with the individuals and teams she supports. She is a great practitioner of ‘keeping the end in mind’. She works with purpose and integrity, and has been crucial to the success of our organisation.”

Tom G, Director, Global Business Operations

Team coaching

Increase alignment, confidence and creativity. Expand thinking. Work with a greater sense of clarity, purpose, and courage as a team.

Most importantly I provide the positive stretch, challenge and candour you might need (because teams often do) to think and work differently.

Workshop facilitation

Interactive, energetic and bespoke workshops: strategy development, leadership and team alignment, and discovery, design and planning.

Carol Howard

Director | Black Birds Three





How I help.

I use a cross-discipline approach in partnering with people and teams as a team coach and facilitator.

We start with where you are now and what you need next to make progress. And we use a practical diagnostic approach to get clear on the how, when, where and why.

Based on that we'll draw on a broad range of leading edge and tried-and-tested disciplines, tools and methods. One size does not fit all.

- Team coaching
- Agile ways of working
- Appreciative inquiry
- Positive psychology
- Social learning
- Leadership development
- Design thinking
- Participative facilitation
- Storytelling/narratives
- Change theories
- Project management
- Neuroscience



Common support elements.

Team Coaching

- Team purpose, direction and objective setting
- Support team to find own breakthroughs
- Neutral external observer and coach
- Accountability partner for actions
- Strengths-based team development

Discovery and Co-design

- Discovery, strategy, and design processes
- Current / future state exploration
- Project and change management
- Stakeholder engagement strategies
- Interviewing and reporting

Workshop Facilitation

- Strategy, discovery and design workshops
- Inspiring leadership offsites
- Stakeholder engagement workshops
- Engaging team meetings
- Learning and development sessions





About me.

My name is Carol Howard and over the past 6 years I've established a thriving team coaching and facilitation practice.

I work beside people and teams to help them find clarity, confidence, and capability on their own terms. My philosophy is that the best solutions and ideas are designed by you, for you.

So what's my role? I help you discover, explore and experiment with new ways of thinking, working and being using evidence-based approaches .

And I provide the positive stretch, challenge, candour and empathy you might need (because people often do) to make change stick.

I'm told that I quickly build trust with my clients by being direct and kind in the right measure for them.

My experience includes many years working alongside leading companies and teams including: Cisco, Twitter, Snap Inc, Virgin, and Optus.



Who I work with.

I'm known for working with progressive people, teams and companies who want to explore what's possible, challenge the status quo and work with integrity, energy and purpose.

I am experienced at working with people and teams from all backgrounds, industry sectors, cultures, and stages of life. My approach is practical, empathic and no-nonsense.

Following are specialist areas of experience and expertise.

Industry and Functions

- Global IT and start-ups
- Business operations and shared services
- Local and federal government
- Strategy, transformation and change
- People, culture and human resources

My professional affiliations include: International Coach Federation (ICF), International Association of Facilitators (IAF), Neuroleadership Institute (NLI) and Change Management Institute (CMI).







Want to learn more?

Contact me for a confidential discussion.

Carol Howard

Director

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