COACHING FOR TEAMS

Learning Sprint

A team's own coaching programme for one skill area: discovery, workshops and reflection in a few weeks, in the team's own work.

Experienced coach · Workshops on the team's own work · Pre- and post-survey

CLIENTS

elisa · varian (A Siemens Healthineers Company) · Valmet · HELEN · SIILI · PANKKI · VISMA · elo · GENELEC · enerim · FUTURE PLAY

LEARNING SPRINT

A team's own coaching programme for one thing

Not a course everyone takes alone, but a few weeks in which the whole team learns the same thing in their own work. The coach is an experienced practitioner in the field, and the workshops practise things that go into use the next day.

THE SKILL AREA CAN BE ALMOST ANYTHING

- GenAI and language models
- AI for developers
- Python and AI
- Microsoft Copilot
- Cloud development
- Kubernetes
- DevOps
- C++
- Golang
- Cybersecurity
- Data protection
- Quality management
- Product management
- Technology leadership
- Team development
- Organisational change
- Leading learning
- Coaching
- Communication
- Agile business

The content is built around your goals, not a ready-made course outline.

WHO IS IT FOR, AND WHEN?

When the team has a shared reason to learn right now

A role is changing, a new technology is coming in, or a way of working is changing. Then learning has a target, and the workshops can practise exactly that.

FOR EXAMPLE

- Data analysts moving into a Data Product Owner role.
- A development team adopting a new language or platform.
- Consultants who need AI skills for client work.
- A team learning a new, secure way of working together.

NOT THE BEST CHOICE IF

- The need concerns one person. Then an online course is a better fit.
- The goal is a general briefing. Then AI Tasonnosto or a talk is a better fit.

HOW IT RUNS

How the sprint runs

Three phases. Everything is built around the team's own work, and the coach takes care of the preparation so the team's workload stays reasonable.

01 Discovery

- Pre-survey
- Discovery interviews
- Review of results
- Workshop planning

02 Delivery

- Kick-off
- Workshop 1
- Workshop 2
- Workshop 3
- Workshop 4
- Workshop 5

03 Reflection

- Retrospective
- Post-survey
- Review of results

The number and length of the workshops are agreed based on discovery. You can meet the coach before anything is decided.

IN PRACTICE

What does it require from you?

A sprint works when the team has time and permission to learn. In practice, we need four things from you.

1 **Participants' time**

For the workshops and for practice in between.

2 **The team lead involved**

In discovery and the retrospective.

3 **A few interviews**

During discovery, so the workshops hit the mark.

4 **One contact person**

Agrees the schedule and practical arrangements.

THE MOST COMMON REASON A SPRINT STALLS HALFWAY

The workshops get booked, but no time is left for practice in between. Book the practice time in your calendars at the same time as the workshops.

PRICE

How is the price formed?

Learning Sprint has no list price, because each delivery is built around the team's needs. The offer is made after an initial conversation, and it shows what the price is made of.

WHAT AFFECTS THE PRICE

- Scope of discovery: the number of interviews and surveys
- Number and length of workshops
- The coach and any one-to-one coaching
- Number of participants
- The TAIMI platform for materials, tasks and the tutor, if learning continues after the sprint

FOR DECISION-MAKERS

Management and finance

Compare the price with what the team's current way of learning costs: external courses, self-study time, and skills that never get put to use.

HR and L&D

Ask for an itemised offer, so you can compare it with other ways of delivering the same thing.

We tell you the price directly and explain it. If the decision feels big, start with one team and a shorter sprint.

RESULTS

How is success verified?

1

Pre-survey

At the start of the sprint: where the team is starting from and what it should be able to do afterwards.

→

2

Retrospective and post-survey

The team goes through what changed in their own work. We review the results together with you.

→

3

Final report and next steps

A final report, the materials and recommendations. If you like, learning continues on the learning platform, where the tutor supports review.

A sprint doesn't require a learning platform. We recommend one when you want to keep the materials in use and make review visible after the workshops too.

NEXT STEP

Let's prepare the first conversation

With this information, we can propose a coach and the scope of the sprint. Rough answers are enough.

1

Team

The team and the number of participants.

2

Skill area

In one sentence.

3

Goal

What the team should be able to do after the sprint.

4

Timing

Preferred start.

5

Contact person

On your side.

Shall we book a discovery conversation?

We'll propose a coach and a scope after the first conversation.

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