



NLP and QL (Quantum Leap) Coach trainer Lene Fjellheim (middle) is one of the partners at CoachTeam as – House of Leadership.

Coaching the busy leader in a digital age

Digitalisation and increased time pressure have moved our attention away from good conversation, a critical tool in modern leadership. NLP and coaching school CoachTeam aims to inspire a change within businesses and individuals alike, and wants people to talk to each other and get more personal.

By Line Elise Svanevik | Photos: CF Wesenberg

“As agents for change, we have been willing to change, which is something we ask of our clients. We have therefore changed a lot about how we aim to do business in the next 15 years,” says Lene Fjellheim, NLP and QL Coach trainer and partner at CoachTeam as – House of Leadership. “There is so much pressure and focus on results, which means that the demands on individuals are increasing all the time, and the result is that people don’t take the time to talk to each other.”

Fjellheim explains that coaching is about believing in other people’s competency, rather than passing the blame. “It’s

about believing that there is an intrinsic motivation grounded in each and every individual – there can be weak moments, but not weak people. We just have to find the right keys,” she says.

Responding to technology

Fjellheim further explains that the previous type of leader sees that the technological advances are important to address. “They don’t necessarily manage people who are sitting in the same office as themselves – and they realise it’s important to respond to these changes,” she says. “People don’t have the time to talk to each other and go to courses; they

don’t have the time to do the things that humans need – have those good conversations, see people and be seen.”

With a rising culture of people becoming signed off work with stress and unhappiness, CoachTeam aims to learn from previous mistakes. “We work with relational leadership and how to communicate on all different levels,” says Fjellheim.

Promoting self-management

“We want to help individuals, teams and organisations develop and self-manage, because to self-manage is a criterion for being a good colleague. If I can’t manage myself, I become a bad colleague, I’m not open to other people’s suggestions, I don’t understand other people’s input, how to express myself – and this means I might go into total lockdown,” Fjellheim adds.

CoachTeam aims to get people to understand that “we are humans and not robots”, as Fjellheim puts it. “We need to help people figure out how to get the best out of the people around them, and how they need to act in order to do this,” she adds.

From a traditional business to a modern one

Located in a bright and colourful office in Oslo, Norway, CoachTeam as – House of Leadership has recently transformed its traditional business model into a modern one. It focuses on blended learning – the combination of online digital media and

traditional classroom teaching, made popular in recent years.

“Much of the leadership and coaching education we offer now is a combination of watching videos, self-reflection and sending in assignments before meeting up for the actual training and practice,” says Fjellheim.

With a main focus on business-to-business, CoachTeam offers teacher training courses in neuro-linguistic programming (NLP), leadership and coaching, in addition to courses, workshops and inspirational talks focusing on or-

ganisational development, team building, rhetoric, communication, motivation, emotional intelligence, negotiation and ethics.

CoachTeam’s programme follows the Norwegian Industry Standard for Coaching, developed by the Norwegian Coaching Society. It is also approved by the American Board of NLP (ABNLP) and the International Society of Neuro-Semantics (ISNS).

For more information, please visit: www.coachteam.no



As agents for change, CoachTeam aims to inspire change. Their programme follows the Norwegian Industry Standard for Coaching.

What is NLP?
 NLP is defined by the Oxford Dictionary as ‘a system of alternative therapy intended to educate people in self-awareness and effective communication, and to model and change their patterns of mental and emotional behaviour’.

Educational courses

Step 1 – NLP Business Practitioner
Step 2 – NLP Master Practitioner
Step 3 – Quantum Leap Business Coaching
Step 4 – Executive Management Programme

Courses and workshops

- Job satisfaction – life satisfaction
- Coaching essentials
- The difficult conversation
- You are the change
- Effective change management
- Negotiation technique
- Communication magic
- Kickstart
- Sustainable leadership and cooperation
- Mindfulness
- Presentation technique

- Self-management
- Sales and customer treatment
- Stress management

Talks

- Job satisfaction
- Change
- Ethics
- Inspiration
- Communication
- Management
- Lifestyle
- Stress management
- Motivation
- Pearl diving

- Sales
- Self-management
- Service
- Power of the mind
- Team
- Innovation

Coaching

- Communication
- Health
- Career
- Leadership
- Co-worker
- Personal
- Team