**Group Coaching Pearls**

The Arc of Coaching

* Foundation:
	+ Coach Approach
	+ Growth Mindset
	+ Open-Ended Questions
	+ Nonjudgmental
	+ Unattached to outcome
	+ Listen wholeheartedly
* Agenda setting
* Exploration
* Experiments/Actions

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| **The Arc**  | **Individual** | **Group** | **Team** | **Facilitation** |
| **Foundation** | Active ListeningOpen Ended QsNon-judgmentalCoach provides psychological safety | Group determines norms Coach creates safe space for processing | Coach creates structureTeam Leader or Supervisor heavily involved | Not coachingFacilitator plans agenda, discussion, and activities |
| **Agenda Setting** | Client sets agenda | Individuals set their own agendasOften common themes | Supervisor or Team Leader may set agenda | Facilitator determines the agenda and structure |
| **Exploration** | Coach asks open-ended questions, reflects, makes observations | Topics explored individually and/or as a groupCoach asks questions to foster insightPeer coaching | Team works toward common outcome or processCoach creates structure to optimize team function, goal setting, and movement toward goals | Facilitator-ledDiscussion |
| **Experiments/Action** | Client determines  | Different for everyone | Determined by team or leader | May have homework |
| **Benefits** | IndividualizedDeep workAccountability | Larger reachTime efficientCollaborative learningGroup accountabilityVaried viewpoints | May improve team cohesion and productivity | May reach a large groupMay be interactiveTransmit information and reflect |
| **Downsides** | Limited reachTakes time | Not as deepLimited to 6-8 participants | Managed from top | Not specific to individual needs |

**Tips for Group Coaching:**

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| **Stage** | **Tips** | **Comments** |
| Planning  | Who?Why?Ideally 6-8 participantsMax 15How to meet? | Consider a common topic/theme/groupConsider a needs assessmentEnough for engagement, give everyone a chance to speakIn person or virtually? |
| Foundation | Discuss group norms and ground rules * Start/end on time
* All off mute
* Camera on/off
* Participation
* Confidentiality

Spend time on introductions | This may take some timeEspecially if everyone doesn’t know each other already |
| Agenda Setting | Start each session with a check-inIndividual agenda setting – round robins so all participate and have accountability |  |
| Exploration | May have short exercisesMay include individual and group workFind opportunities to notice similarities or foster insightsEncourage reflection – why is this important?Manage different personalities/stylesRemind everyone to keep a coach mindset | Check-in or change pace every 7-10 minutesUse group’s wisdomConsider different roles members can take (note-taker, coach, client, time-keeper, etc) |
| Experiments/Action | Encourage application – how will you implement?Ask about insights/takeaways |  |