**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 Listening  Open Ended Qs  Non-judgmental  Coach provides psychological safety | Group determines norms  Coach creates safe space for processing | Coach creates structure  Team Leader or Supervisor heavily involved | Not coaching  Facilitator plans agenda, discussion, and activities |
| **Agenda Setting** | Client sets agenda | Individuals set their own agendas  Often 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 group  Coach asks questions to foster insight  Peer coaching | Team works toward common outcome or process  Coach creates structure to optimize team function, goal setting, and movement toward goals | Facilitator-led  Discussion |
| **Experiments/Action** | Client determines | Different for everyone | Determined by team or leader | May have homework |
| **Benefits** | Individualized  Deep work  Accountability | Larger reach  Time efficient  Collaborative learning  Group accountability  Varied viewpoints | May improve team cohesion and productivity | May reach a large group  May be interactive  Transmit information and reflect |
| **Downsides** | Limited reach  Takes time | Not as deep  Limited 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 participants  Max 15  How to meet? | Consider a common topic/theme/group  Consider a needs assessment  Enough for engagement, give everyone a chance to speak  In 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 time  Especially if everyone doesn’t know each other already |
| Agenda Setting | Start each session with a check-in  Individual agenda setting – round robins so all participate and have accountability |  |
| Exploration | May have short exercises  May include individual and group work  Find opportunities to notice similarities or foster insights  Encourage reflection – why is this important?  Manage different personalities/styles  Remind everyone to keep a coach mindset | Check-in or change pace every 7-10 minutes  Use group’s wisdom  Consider different roles members can take (note-taker, coach, client, time-keeper, etc) |
| Experiments/Action | Encourage application – how will you implement?  Ask about insights/takeaways |  |