



COMSEP

Better Health for All Patients
Through Pediatric Education

Intro to Group Coaching

Capstone 3: COMSEP COACH

Learning Objectives

By the end of this session, participants will be able to:

- Describe how group coaching differs from individual coaching, team coaching and group facilitation
 - Select tools and strategies to assist with coaching conversations
 - Identify barriers to change in self and others and craft approaches to address these barriers.
 - Outline next steps on your coaching journey
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Group Coaching Experience



Coaching & Facilitation Approaches

1:1 Coaching



Focus on personal development of one individual.

Group Coaching



Developing skills & insights within a small group.

Team Coaching



Improving performance of an intact work team.

Facilitation



Guiding group discussions or workshops.

Image created via ChatGPT

	1:1	Group	Team
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
Agenda Setting	Client sets agenda	Individuals set their own agendas Often around common theme	Goals set by Team
Exploration	Coach asks Qs, reflects, makes observations	Topic explored as individuals and group Coach asks questions Peer coaching	Team works toward common outcome
Experiments/ Action	Client determines	Different for everyone	Determined by team or leader
Benefits	Individualized Deep work Accountability	Larger reach Time efficient Collaborative learning Group accountability Varied viewpoints	May improve team cohesion and productivity
Downsides	Limited reach Takes time	Not as deep Limited to 6-8 participants	Managed from top

Benefits of Group Coaching

Scalable

Creates Community

Promotes Diverse Perspectives

Leverages Common Experiences

Fosters Transfer of Solutions/Insights

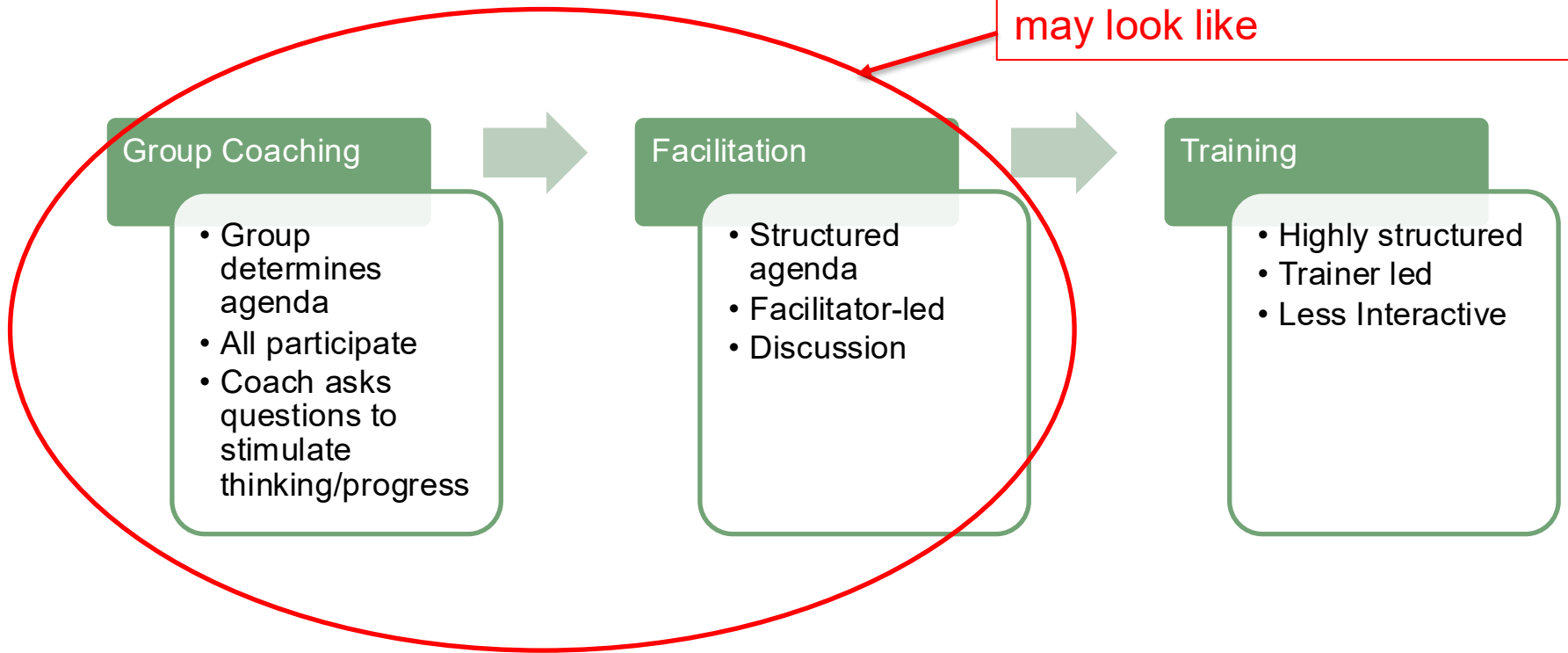
Allows Vicarious Learning

Grows Coaching Skills in Participants



A “Coaching Approach” to Group Coaching

What a “coaching approach” may look like



Role of Group Coach



- ❑ **Set the Stage**
 - ❑ Individual meetings to prepare
 - ❑ Set group norms
 - ❑ Hold space and ensure psychological safety
- ❑ **Juggle**
 - ❑ Encourage participation
 - ❑ Observe the group rather than individual
 - ❑ Name/translate what is being said others
 - ❑ Recognize themes and make them explicit
 - ❑ Model how to go deeper/coaching skills
 - ❑ Manage conflict
- ❑ **Close**
 - ❑ Ensure insights and action steps are articulated
- ❑ **Fade**
 - ❑ Ultimately fade into background and allow the group to coach each other

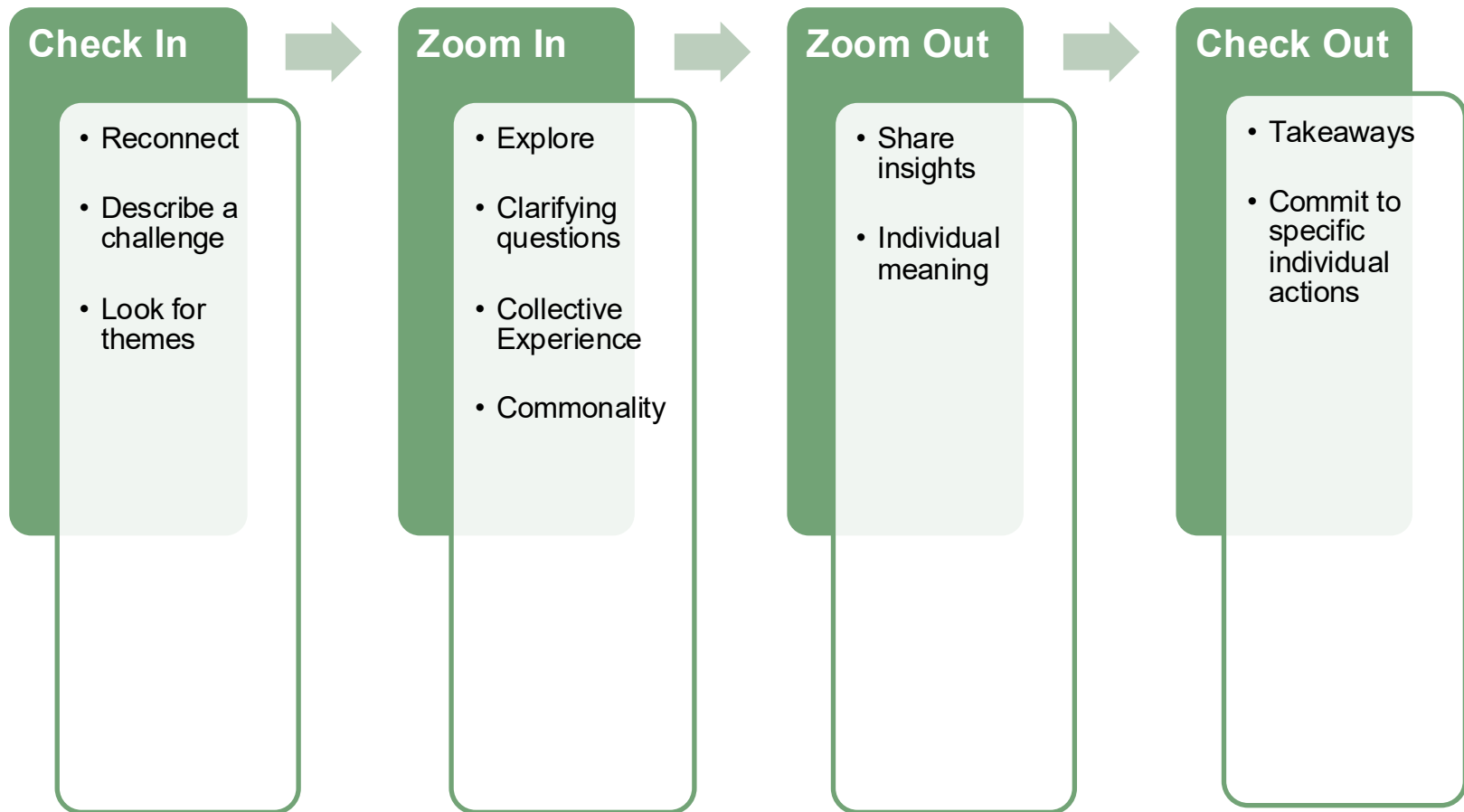


Group Coaching Pearls

- Ideally 6-8 participants; max 15
- Needs assessment – individual meetings
- Make it stick – action steps
- Experiential Education
- At end ask about insights/takeaways
- Experiment!
- Ask for feedback/closure at end



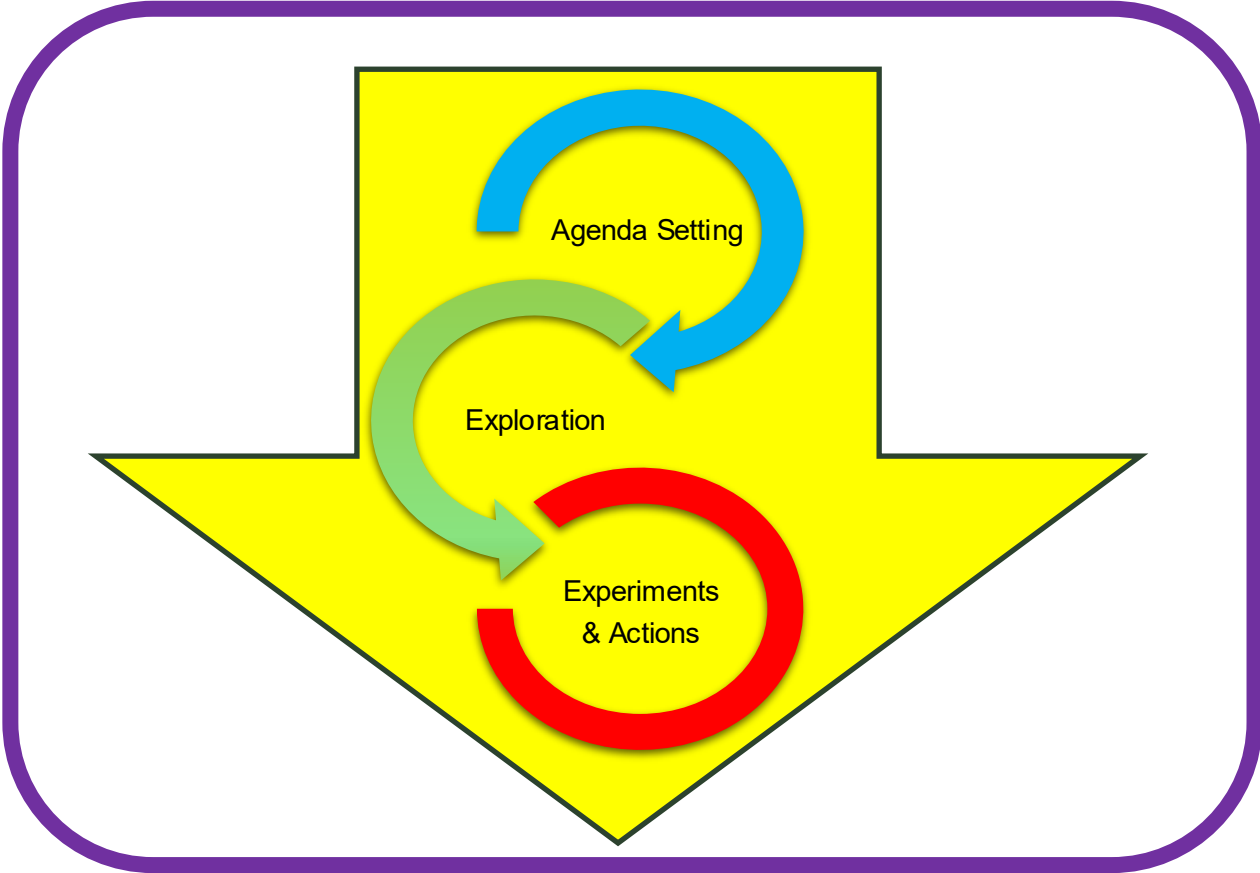
Ostrowski Group Coaching Framework

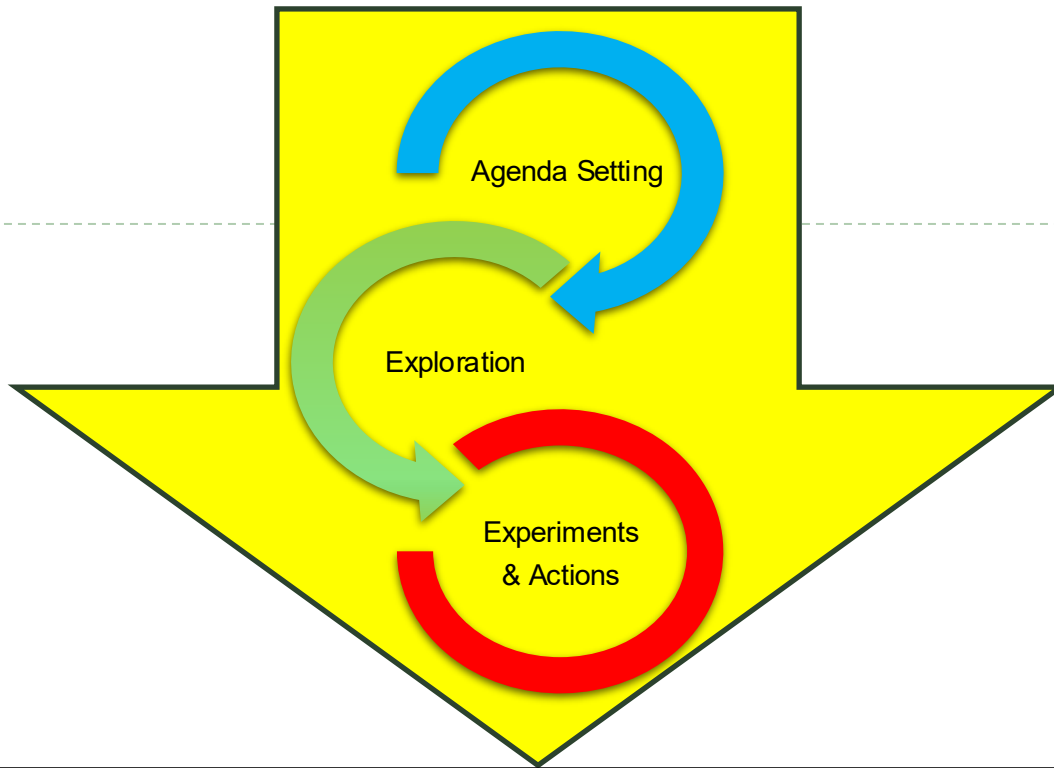


Ostrowski, E. J. (in press). *The capable group coach: Bridging knowledge and practice for transformative learning and change in groups*. Routledge.



The COMSEP COACH APPROACH





Foundations	Coach Approach Mindset Asking Questions & Listening Wholeheartedly	
Agenda Setting	What would you like to focus on?	
Exploration	Thoughts Emotions Strengths	Open-ended Questions How, What
Experiments & Actions	Co-creating actions to help people reach goals	

Maintain Engagement During Group

- Create ground rules
- Start and end on time
- Encourage everyone to be off mute
- Start with a check-in
- Check-in or change pace every 7-10 minutes
- Round robins
- Short exercises
- Consider different roles members can take

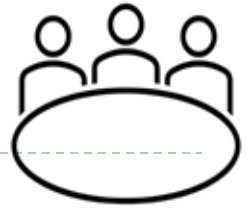
Experience Group Coaching



- **TOPIC:** Next Steps in Your Coaching Journey
- You will each have your **OWN** goals, exploration, experiments, and action steps
- You will also participate in coaching each other!



Group Coaching



- Break out format: 3 coachees + 1 COMSEP coach

Time	Total	Activity
5 min	5	Check in – review/create group norms
5 min	10	Review homework paragraph. Refine your thoughts. Prepare to discuss a challenge you want clarity/coaching on related to next steps in coaching journey.
20 min	30	Agenda Setting: Three rounds of coaching – 5 min spotlight each person. What do you want to work on? What would success look like? Consolidation – find themes
20 min	50	Exploration: Share again – Round Robin - Other question/observations; share experiences with permission
10 min	60	Experiments & Action: Debrief – What will you take away? Next action step?



Group Learnings



When Might You Use Coaching Groups?

