Module 5: Being the Coach: Preparing for a Learning Journey

Lesson 5: Teaching 1
Group Coaching
Instructions

This journal/workbook is an integral part of your learning experience. Eye to hand coordination, coupled with focused attention and active listening, accelerates and intensifies the learning process. Complete each section, be it text or graphical, and make notes on what you are observing.

This record will provide an invaluable source of reference for you both now and in the future.

Groups & Teams

- All teams are _________ but not all _________ are teams.

- A team is a group of individuals who are ______________ with respect to information, resources and skills, and who seek to refine their efforts to achieve a ______________ ____.

- In team coaching common _________ are important. Individual contribution and learning is essential, however both are orchestrated for good of the team as a whole, to ensure the __________ _______ is achieved.

- A coaching group can be described as a small number of individuals meeting in active ______________ on several occasions for the purpose of ____________, increased ____________, and the development of new skills.
• Group coaching is conducted with small groups, typically up to 10 people in team coaching, fewer with learning groups, where the objectives are _______. An average size of a group of this size is 6.

• If the group is too small, certainly below 5, the __________ is not as rich. Another unhelpful aspect also develops in small groups, where a pressure exists for the _________ to meet two roles – that of the _______ and also that of __________.

• Conversely, if a group is too large, then there’s not enough time for members to actively ______________. It also limits the amount of attention paid on individual ___________ needs.

• The larger the group, the more likely the risk of participants __________ _______. That’s why large training groups get broken out into _______________ for active tasks.

• Just like in one-to-one coaching, _________ and ___________ is important in group coaching (The Law of Process!!)

• So, as a summary, group coaching:
  o Requires a small group (5 – 10)
  o Takes place over a time with frequency and regularity being key
Group Coaching Skills

- If you think back to what creates the powerful and unique learning experience in one to one coaching, it is the __________ ____________.

- The same principles apply to group coaching. The difference is obvious; the skill is applied simultaneously across group members, not just one person. This skill is sometime referred to as ____________.

- Good __________ begins with an ____________ outset. Setting ____________ early on puts people at ease. It’s the unexpected and the new that gets barriers up.

- Groups ____________ emotion, and in experiencing emotion, in drawing it to the surface, it allows the individual concerned to move on.
• There’s a process at play here. The vast majority of people will not be open from the outset; it’s a natural dynamic of groups. So early on in the engagement the coach must take on the _______ for the group’s sense of ________.

• The important thing for the coach as all of this develops is not to be __________. This requires self-__________.

• So as the group evolves, your role in the group becomes unobtrusively ________________, holding the boundaries, providing assistance when new or re-emerging issues need to explored and overcome, and refining and deepening ____________.

• It’s important to reflect that the coach and the group have different _______________. The group works towards achieving its goals, the coach is working to E__________ the group to achieve its goals.

• A coach must not be attached to the group’s _____________. The coach is there to facilitate _________and __________.
• What is likely to happen more frequently in group coaching than in a 121 engagement is where the coach must step out of the role, briefly and incidentally, to share insights or information to move the group along in the task.

Congratulations! You are at the end of the teaching! Take 10 minutes straight away to reflect, evaluate and record your learning points from this lesson.

Notes:
Notes (continued):