

UPP Growth Coaching proposal

Goal of each session = Supporting positive, holistic personal growth through awareness and proactive planning.

Rationale for UPP = Develop each team member with greater awareness, engagement, performance and proactivity in their personal lives. This is a service done for UPP team members, rather than done in order to get something from team members. It is a way that UPP can add value to our exceptional team members' lives. However, the fruits of THRIVING and GROWING team members are likely to be empowered and growing team members who are likely to be better facilitators for students and achieve a greater contribution to UPP. It is also likely to reduce turnover and increase job satisfaction. It is also strongly connected to the UPP value of Excellence.

Focus of sessions:

- The key principle is that this is personal growth coaching with an open focus. The direction of the session is guided by the needs and desires of the team member and supported and facilitated by the coach. This can encompass any aspect of the team member's life:
 - Coaching = guiding a team member to find their own answers and path ("Coaching is unlocking people's potential to maximise their own performance. It is helping them to learn rather than teaching them.").
- This will be referred to as "GROWTH COACHING" to provide distinction from the separate "UPP COACHING" that already occurs for all UPP team members.
 - "UPP COACHING" will remain the same, with the same focuses, including: connection, developing UPP content knowledge, honing facilitator skills, among other things!

Structure of sessions:

- The coach will aim to support the team member to become aware of an area of their life that they would like to enhance and prompt them to work towards an action/s that they are to implement moving forward.
- Use the GROW model (by Sir John Whitmore) to guide sessions (<https://www.performanceconsultants.com/grow-model>):
 - Goal
 - Reality
 - Options
 - Will
- Each session will commence with a reflection upon the previous session/goals/actions.

- A 'PERMAH Rating' can be used to prompt a team member if needed.
- The coach will write notes on each session that are only accessible to the team member and coach.

Logistics:

- This is an optional service for team members.
- Up to two sessions per term with team members (8 sessions each per year): 30-ish minute sessions.
 - This is dependent on time resourcing.
- Online meeting platform: times that suit the team member and the coach.