

Group Executive Coaching

by

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LEVERAGING PEOPLE FOR TOMORROW...

Group Executive Coaching



Group Executive Coaching

Executive Coaching is all about building a highly focused one to one relationship between Coach & Executive

Group Coaching is a powerful & effective strategy for employee learning, coaching & leadership development. It is conducted at virtual environment, making it attractive from a convenience & cost perspective & can produce quicker results

It differs in many ways from traditional executive coaching. There are multiple participants in the session. The ideal size depends on the members of the group & their focus, normally it varies from 7-9. It is not necessary that all are in same business unit/department/country but they must be united by common goals

Group Executive Coaching is

A group process where the ability of members to tap into the collective wisdom of group members & hold one another accountable for moving towards the goals. It helps in building greater competencies while building bridges across work function, culture & geography. It creates bonds that can have far reaching benefits



In Group Executive Coaching ...

The Group dynamic requires skilled facilitation. The coach has to be a guide, motivating participants to share their stories, insights and enabling the group to move together on the learning path towards achieving Business Goals

The Group Executive Coaching is very different from dyadic coaching, other forms of Group Learning & Team Building Exercises

In Group Coaching we try to add to Competency Building, Behavior Change & Culture instead work to fix a problem. The purpose is to allow members to move from negative capability to positive capability



Group coaching helps in Peer Learning with others through collective wisdom of the Group. Group Coaching is an On - going conversation, which support change over time

Essential for Group Executive Coaching ...

- Requires Active Interaction between participants
- Requires a small Group (7-10)
- Takes place overtime
- Has a learning focus directed by the participants, not the coach
- Involves some face to face discussions/engagements
- Learning groups required Individual/ Team Collective Goals



Essential for Coach...

- Design an irresistible Group
 - Who the group is for
 - What the group is about
- Confidently Coach your Group
 - Create a Framework
 - Start 1st Session Strong
 - Trust your coaching – Deep Listening, Powerful Questions, Reflecting Back, Acknowledging & Inspiring Actions



Key to Success...

- Excitement & Energy
- Participants Connect & Bond
- Get to know you as Coach
- Overview & Expectation
- Clarity on Ground Rules:
 - Confidentiality
 - Laser Sharing/Staying to track
 - Showing up on Time
 - Make Participation a Priority
 - Being Fully Present

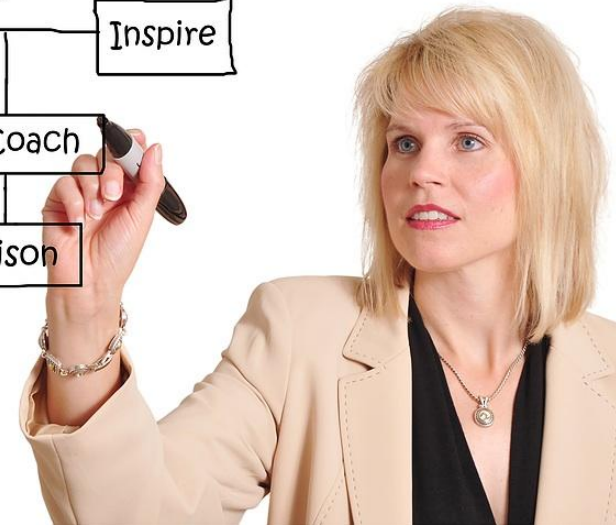


Group Executive Coaching needs to...

- Establish Confidentiality Agreement/Guidelines
- Make it clear that it is not a Training or Instructor led program
- Build a sense of Trust – Open, Transparent & Share Secrets
- Create specific improvement Goals & Individual Development Plans that will guide each Coachee's Development after the Program ends
- Ensure that participants support each other with Constructive Ideas
- Develop a system of Accountability & Peer Support
- Celebrate jointly to recognize even small Successes & Progress
- Following the program, solicit Feedback from participants

Role of a Group Coach ...

- Empathic listening
- Setting Goals
- Giving & receiving feed back
- Containing Depth
- Managing Diversity



Sample framework for Group Executive Coaching ...

- Welcome Participants
- Check in/Opening Activity
- Information/Content
- Facilitate Discussion
- Group Hot Seat Coaching
- Action Commitments
- Ensure Take Aways



6 Question Process for Coaching ...

1. Where are we going ?
2. Where are you going?
3. Where do you think you are doing well ?
4. What are some suggestion for improvement?
5. How can I help?
6. What suggestion do you have for me to be a better Group Coach?



Benefits of Group Coaching ...

- Allow members to collectively work through various phases of Group Development i.e. Forming, Storming, Norming , Performing & Adjoining – i.e. learning EQ skills
- Shared Accountability/Empowerment
- Trust Building among members
- Opportunity to Co create a Shared Vision & Shared Fantasies
- Ideal setting for working through conflicts
- Allow Group to Re – formation/Reform in a journey from here to there.. Alignment
- From a System Standpoint, the Self Governing helps build a Sense of Ownership

Important Factors in Group Coaching ...

- Availability of Role Models
- Amplification of learning responses in a Group Setting
- The power of Peer Pressure
- Pressure to engage with & understand business realities including unpalatable ones
- Opportunity to identify with something larger than our self
- Identification with the company Goals & Values
- Development of Flexibility with different views/approaches
- Learning together with uncertainties with Peer Exchange/Collaboration

Disadvantage of Group Coaching ...

- Where Groups are too large for individual attention
- Where Contribution levels vary too much
- Where Individual Maturity & differences are varied
- Where some members are quite dominating & some are quiet
- Where loss of face is very important
- Inhibiting exchange

The Coach role is very important to work out an effective design to overcome these barriers in terms of Group Size, Composition, Methodology & Coach Skill set

Key Consideration for Coach ...

- Lead from your Core Coaching skills
- Spend time getting to know your Group Members
- Recognize the fact that different Group Members will have different styles to operate



Enjoy Group Executive Coaching....





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