

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

10 Insights from *Effective Group Coaching*

1 | Group coaching is a facilitated group process that is led by a coach and formed with the intention of maximizing the combined energy, experience, and wisdom of individuals who chose to join in order to achieve organizational objectives and/or individual goals.

- In what ways is group coaching similar to one-on-one coaching?
- In what ways is group coaching different than one-on-one coaching?
- How does a group coach provide direction and structure while also being open to following the clients' lead?

2 | Coaches help groups discover, clarify, and align with what their clients wish to achieve.

- How would you discover people's desired outcomes for the group?
- How and when would you gather people's individual and collective goals to share with the group?
- How might you tailor the group's conversations to address people's individual outcomes?

3 | Coaches are responsible for holding the client responsible and accountable.

- Would you follow up with individuals who are not contributing to the conversations?
- How would you follow up with individuals who are not progressing toward their stated outcomes?
- How would you follow up with individuals who appear to be disengaged?

4 | Group coaches focus on having clients identify and take action on their goals.

- How can coaches create norms and practices to ensure that groups take concrete action steps?
- How can coaches support clients with having things to celebrate each time they gather?
- What would you say to the group if you're not seeing progress toward the group's stated goals?

5 | Group coaching is typically limited to no more than 12 participants.

- What limitations do you set for the size of our group coaching sessions?
- What do you consider to be the ideal group size?
- If you lacked "critical mass" to support a group coaching initiative, what other options might you suggest?

6 | Group coaching sessions vary (single sessions, a series of sessions, weekly check-ins, etc.).

- What would you need to know to discern how long and how often a group coaching initiative should last?
- Would the length of a group coaching initiative change if the group sessions were virtual?
- Would the length of coaching sessions change due to the need for group formation or learning?

7 | Just like with individual coaching, setting norms and expectations for group sessions is essential.

- What are the 3-5 non-negotiable norms/guidelines you might share with your group?
- What additional norms/guidelines would you invite group members to consider as part of a group covenant?
- When would you review the norms/guidelines with members of the group?

8 | Group coaching often includes some training and a fair amount of group facilitation.

- How and when would you impart training information with your group?
- How would you say to participants who have not completed the pre-work for a session?
- What types of facilitation skills might be needed to complement the coaching skills you provide?

9 | Most group coaching initiatives include time for group/team formation in order to perform well.

- What does a high performing group/team look like?
- What are some norms/expectations you would help groups establish during the first session?
- When would you'd ask a team member to leave a group, or that you'd no longer coach the group?

10 | Group coaches pay attention to their client's learning styles.

- What is your preferred learning style (visual, kinesthetic, auditory)?
- What implications does this have for your learning? For coaching a group?
- How will you find out what people need from you to perform at their very best?
- How will you need to adapt coaching/training/facilitation styles to meet the needs of your group?



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