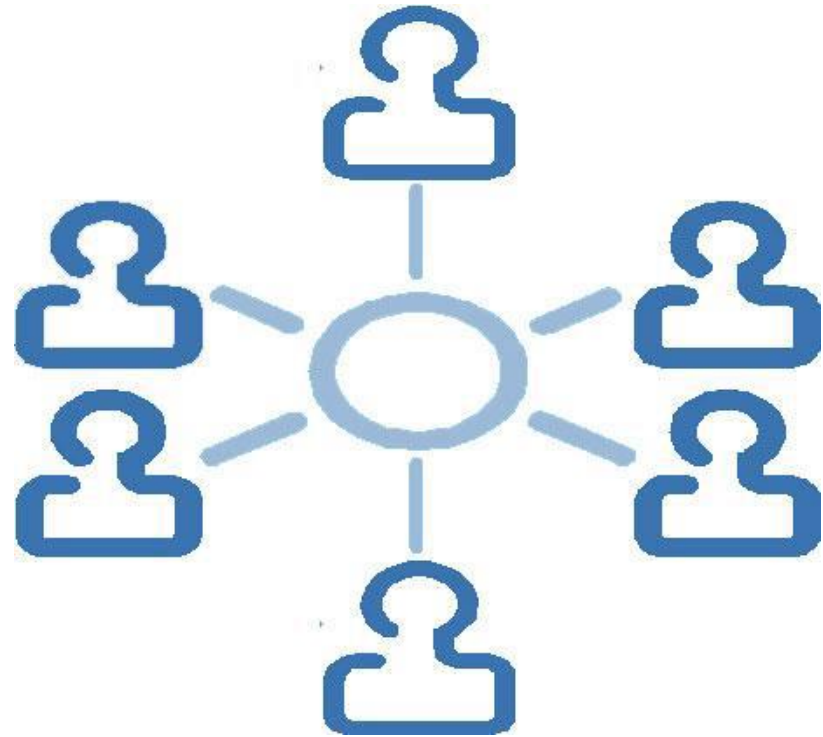


@ Work With Women Leaders

WLSGJ - Peer Group Telephone Coaching

Approach

Prep



@ Work With Women Leaders

Group Coaching Approach

Coachee prep calls prior to each group coaching round

- 4 sessions of follow-on group coaching
- 90 minutes for each group coaching call
- 2 Group Members are coachee in turn for every call (calls 1-4)
- Group members 1 & 2 are coachees for rounds 1 & 3
- Group members 3 & 4 are coachees for rounds 2 & 4
- Coachees have a 20 minute 1:1 prep call with Coach at least 3 days prior to their Group Coaching Sessions

@ Work With Women Leaders

Session Agenda- Follow On Coaching-Rounds 1-4

GC Sessions 1 & 3- Group Members 1 & 2 receive coaching from group GC Sessions 2 & 4- Group Members 3 & 4 receive coaching from group	Time Allocation
Check ins. What's better / different since we last met- report news / progress / key actions	1 minute each (4 minutes)
Ground Rules Refresh	1 minute
Group Member 1 (GM1) / 3: shares her goals and what she would like coaching on	5 minutes
Peer Group Coaching for GM1 / 3	30 minutes
GM1 / 3 Summary –insights and feedback	5 minutes
Group Member 2 (GM2) / 4: shares her goals and what she would like coaching on	5 minutes
Peer group Coaching for GM2 / GM4	30 minutes
GM2 / GM4 Summary- insights and feedback	5 minutes
Group Closing- one takeaway + emotion	5 minutes

@ Work With Women Leaders

Group Member Coachee Role- Prep

What do I bring as coachee?

- My Self Growth Leadership Goal
- My Advocacy Project

Refer to your journal notes from our May 7-10th
WLSGJ Programme Workshop

@ Work With Women Leaders

Coachee Prep/ Action Sheet

Draft to be completed prior to 1-1 prep call

Final version shared with all 2 days prior to call

Following your “client” session

Key Learning’s/Take Away’s:

Client Name:	Date:
Goal / Advocacy Project: What I would like to be different	
Current Situation:	
Results Desired: from Coaching	

My action plan: What	When	Who

Share in next meeting

Results Obtained from Actions taken

Follow-thru/Next Steps

@ Work With Women Leaders

Group Member Guidelines For Group Coaching

Guidelines for Group	Mindset Needed
Be Respectful	Generosity
Come Prepared	Solutions Focus
Listen Actively	
Ask Challenging Questions	Candor
Don't Judge	Vulnerability
Maintain Confidentiality	Ownership
Be Ready to Learn	Accountability
Stay Active, present, focused	

Group Member Tool: Solution Focus Coaching

- Starts with having a “customer for change”
- 3 non sequential /non- mandatory steps

3 SF Steps

- Step A: Describing the Preferred Future
- Step B: Affirming what is in Place Already /
Illuminating strengths
- Step C: Identifying Next Small Steps

Group Member Tool: Solution Focus Principles

The focus is on:	Instead of:
Solutions	Problems
Illuminating strengths and resources	Weaknesses
Competencies	Inadequacies, gaps
What is going well	What is wrong
Actions towards a preferred future	Understanding and fixing causes of a problem
What is working	What is failing

Group Member Tool: Solution Focus Questions

Preferred Future	Know How / What's In Place Already	Next Steps
What does an ideal outcome look like?	What is already in place?	What else can you try? What different can you try?
Suppose you have been successful (fast forward), -what are you doing? -What are you noticing is different? -Who else is noticing? -What are they noticing?	What impact have you had?	How else might you explore / consider / approach this?

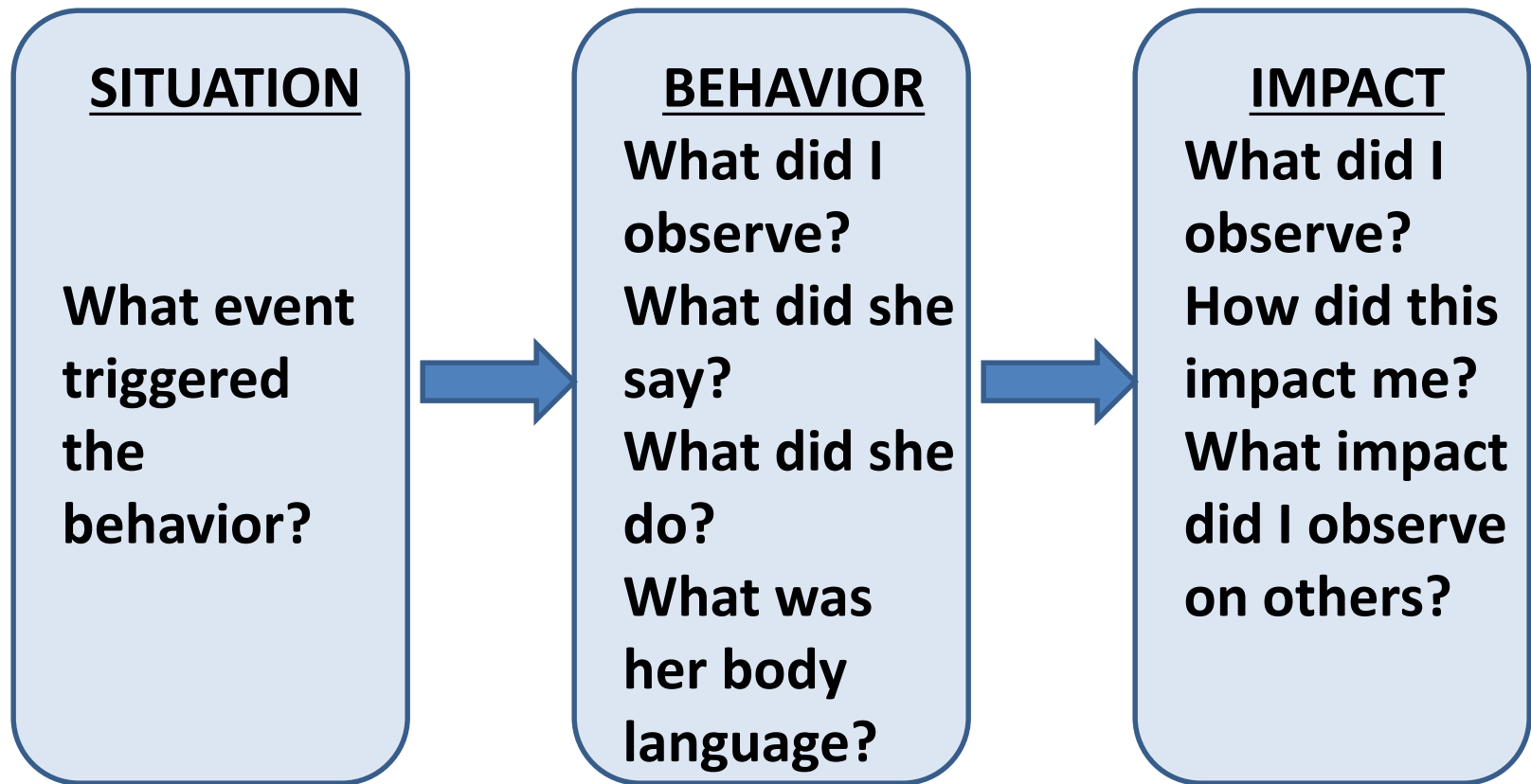
Group Member Tool: Solution Focus Questions

Preferred Future	Know How / What's In Place	Next Steps
How will you know it is in place / you have achieved this? What will that look like?	What have you already tried/ achieved / discussed?	What will help you move one step forward?
What are the progress clues?	How have you handled this previously? What worked?	Who else can support you with this?

Group Member Tool: Solution Focus Questions

Preferred Future	Know How / What's In Place Already	Next Steps
	What is working well? What is not working?	What needs to be in place next? What are the next step options?
	What is getting in the way? What is missing?	What are you willing to do? What most excites you?
	What have you considered might work?	

Group Member Tool: Our feedback model

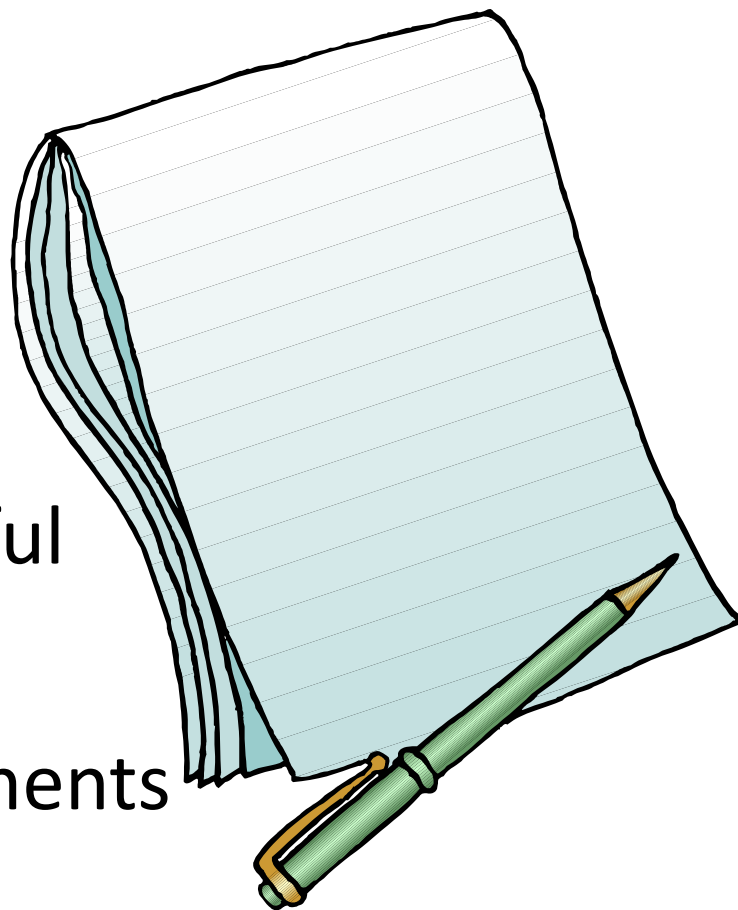


@ Work With Women Leaders

Group Member Tool: Your learning journal

Keep a record of your
Insights and actions
as coachee

Keep a record of powerful
questions / coaching
process elements / moments





@ Work With Women Leaders Group Coaching Call Closing

Our takeaways, One word emotion

