

Deepening Dialogue and Creating Connection with Teams and Groups

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Group Coaching	Team Coaching
<p>Group Coaching Defined: <i>“Group Coaching: The application of coaching principles to a small group for the purposes of personal or professional development, the achievement of goals, or greater self-awareness, along thematic or non-thematic lines.”</i> - Jennifer Britton, Effective Group Coaching</p> <p>Benefits: Coach Client Organization</p>	<p><i>“A sustained series of conversations, supported by core coaching skills. The focus is on goal setting, deepening awareness, supporting action and creating accountability. The focus of the coaching may be on the team as a system and/or strengthening individuals in the team. Team coaching links back to business goals, focusing on results and relationships” (Britton, pp 18)</i></p> <p>Benefits:</p> <ul style="list-style-type: none"> • Space for team to pause and reflect • Prioritizing the need for focus • Non-judgemental sounding board/space for dialogue • Ability to mirror back to the team what is going on • Strong focus on the outcome (defined by team) • Accountability focus

My Strengths As a Coach:

My Metaphor:

Best Practices Design:

1. Less Is More
2. Know your Client
3. Vary Approaches
4. Anchoring Themes
5. Consider pre- and post-work

Key Considerations in Coaching Many:

- Create agreements, ways of working, ground rules at the start
- Confidentiality
- Building Trust and Connection is key
- Small is beautiful
- It's all about the conversation
- Change pace/engage regularly
- Encourage communication and focus between sessions

Deepening Connection and Dialogue with Groups and Teams - Capital Coaches Conference

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The Group Development Process - Tuckman's Model:

Stage	Characteristics
Forming	
Storming	
Norming	
Performing	
Adjourning	

Incorporate Different Approaches

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Approach	Notes
Laser Coaching <i>Laser Coaching (7-10 minutes) individual group members during the session on a topic of their choice or one related to the group topic.</i>	
Field Work - Pre Work /Post Work <i>Could include a request, inquiry Could include websites or reading lists Could include an assessment or other work</i>	
Individual Reflection <i>Pause points for individuals to reflect during the coaching process. May take place in-person, online, during a session, or between sessions</i>	
Group Discussion <i>Small and large group discussion can be useful in both contexts (in-person and virtual)</i>	
Peer Coaching	
Learning Partners/Buddies	

Hybrid <i>A mix of 1-1 and Group Coaching Conversations</i>	
Body Centered Coaching, Somatic Coaching, Using Geography	

Activity/Resource Ideas:

My Vision Going Forward:

Next Steps:



Resources: *Team and Group Coaching Go Tos*

Britton, Jennifer. **Effective Group Coaching** (Wiley, 2010)

Britton, Jennifer. **From One to Many: Best Practices for Team and Group Coaching** (Jossey-Bass, 2013)

Clutterbuck, David. **Team Coaching at Work**, (Nicolas Berry, 2007).

Cockerham, Ginger. **Group Coaching Blueprint** (iUniverse, 2011).

Hawkins, Peter. **Leadership Team Coaching** (Kogan Page, 2011)

Litman, Campbell, Litman. **Retreats that Work**, (Pfeiffer, 2007).

Lowden, Jennifer. **The Women's Retreat Book**. (Harper One, 2005).

Thornton, Christine. **Team and Group Coaching** (Routledge, 2010)

More info - Check out the Group Coaching Ins and Outs blog - <http://groupcoaching.blogspot.com>

Download three digital chapters from From One to Many: Best Practices for Team and Group Coaching at <http://www.from12many.com> - 3 digital chapters (**Download link and use code 4411**)

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