

# Group Coaching

## Function

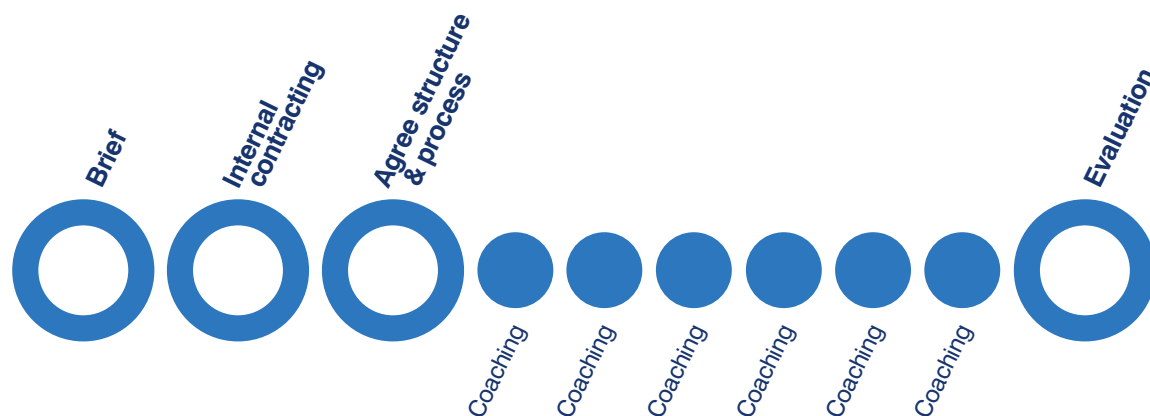
In group coaching participants support each other in achieving individual goals. Group coaching is still quite a new form of coaching, and remains under-researched. Consequently, there are lots of group coaches out there all doing different things. Our approach to group coaching is both dialogic and systemic. This means the coach is not just simply taking turns to coach people one-by-one, but is seeking to create a space in which people can effectively coach each other in an environment of trust and mutual respect. Our group coaches provide participants with a structure through which to interact most effectively, and have the capacity to manage group dynamics.



## Group coaching & change

Group coaching is an effective standalone intervention, and a valuable component of any change program. Working together helps participants understand each other, and benefit from each others experiences and insights. When groups run for six months or more, participants form strong relationships with each other. Bringing together people from different parts of an organisation results in enhanced collaboration across your organisation.

## Process



- 1 We meet you to take the initial brief.
- 2 It is really important that participants are effectively engaged. We call this process 'contracting', through which people are given the opportunity to understand the purpose of the program, and given a choice whether to participate.
- 3 Early on in the process, coach and coachees agree rules of engagement and a structure with which to work.
- 4 We recommend a process of ongoing evaluation, especially when running a number of groups simultaneously.

Group coaching is a powerful tool for facilitating collective learning and enhanced collaboration.

