

20  23

ALL TEXAS RETREAT AND CONFERENCE

March 23 – 26, 2023

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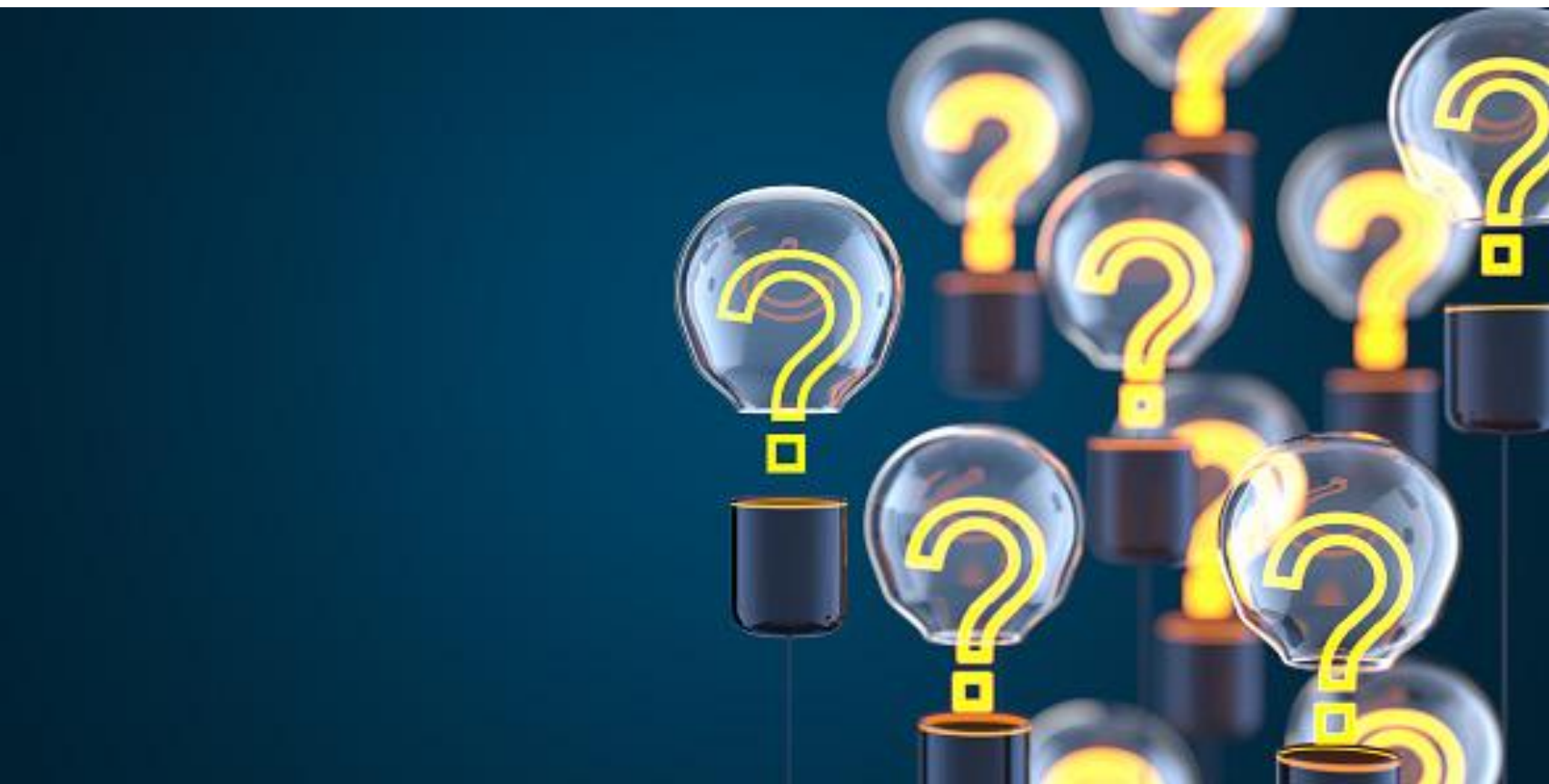
Group vs. Team COACHING

What Every Coach Should Know

Dr. Janeen Antonelli, PCC, ITCA

TCC Pre-Treat | 17 Jan 2023












IS IT A GROUP? IS IT A TEAM?







GROUP

No direct reporting relationship; individual goals

Client = the individual

“Where are **you** now? Where do **you** want to be?
How will **you** get there? How can the group help?”



TEAM

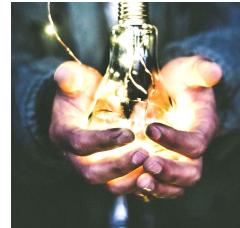
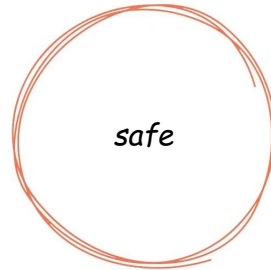
An entity with shared purpose and interdependencies

Client = the team; coach the dynamics between the individuals

“Where is the **team** now? Where does the **team** want to be? How will the **team** get there? *What about the system* is enabling the current situation?”

Are **WE** a Group or a Team?

WHAT BOTH NEED



TRUST . PSYCHOLOGICAL SAFETY . CONNECTION

danger

danger

safe

danger

danger

COACHING

Ask > Tell

Whose agenda?

Goal setting

Bottom lining

Accountability



Careful with words

teach

train

facilitate

class / course

consult

mentor ...

STABILITY + SURPRISE

Holding space that embraces both structure & creativity





REFLECTION

Let's write it down

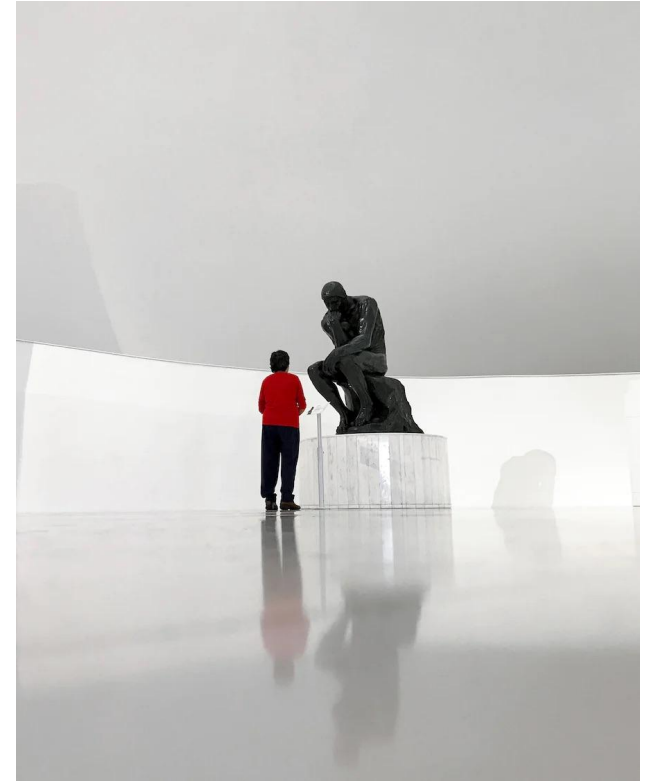




GROUP COACHING in PRACTICE

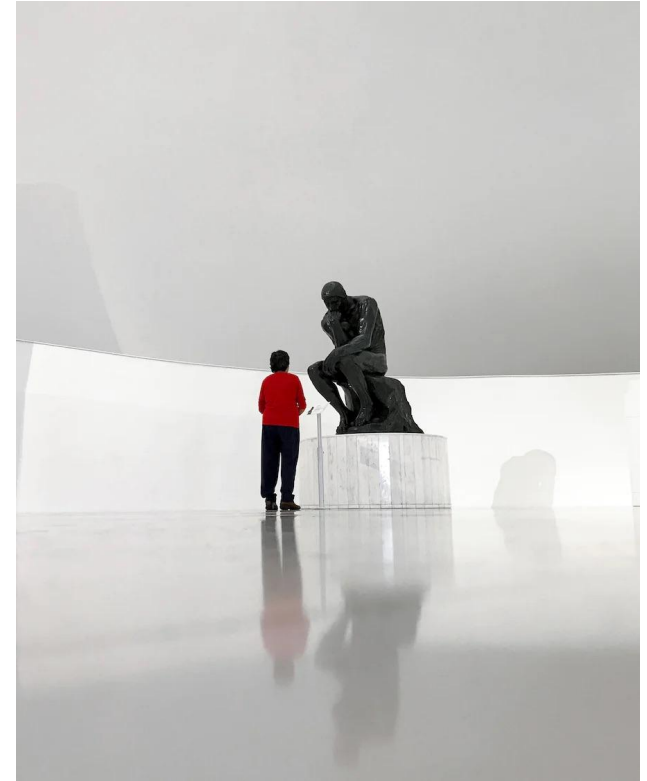


KNOW YOUR PHILOSOPHY

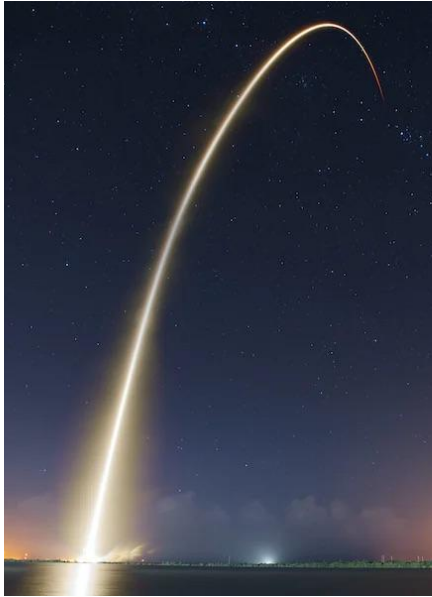


KNOW YOUR PHILOSOPHY

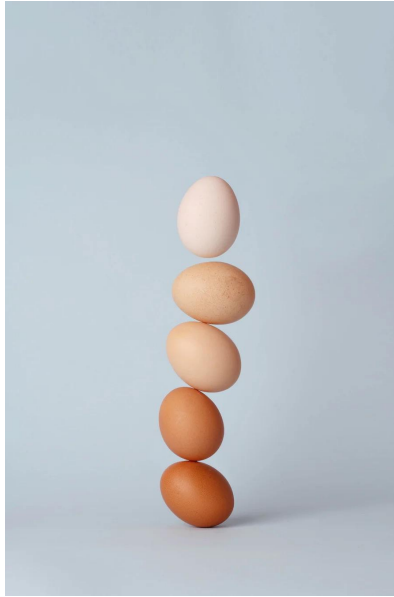
- ★ Serve every individual equally
- ★ Be objective and open
- ★ Be attentive to many agendas (zoom in)
- ★ Stay tuned to the layers, multiplicity, and opportunities for connection (zoom out)
- ★ Uphold a ***coach approach*** that is in the best interest of the individual client *and* respects the agreements of the group
- ★ *What would you add or amend?*



ABCs of GROUP COACHING



ARC

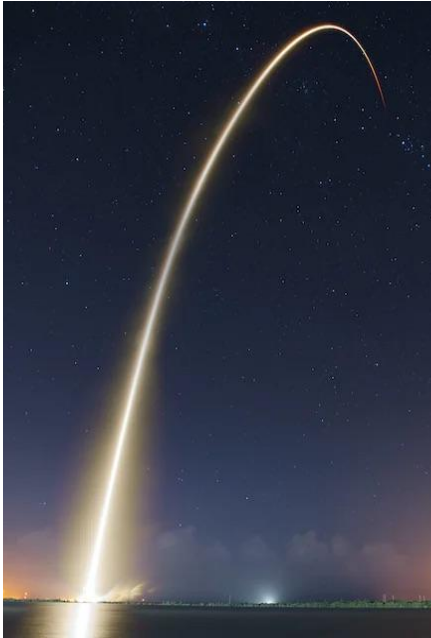


BALANCE



COMMUNICATION

ARC of engagement . accountability . progress

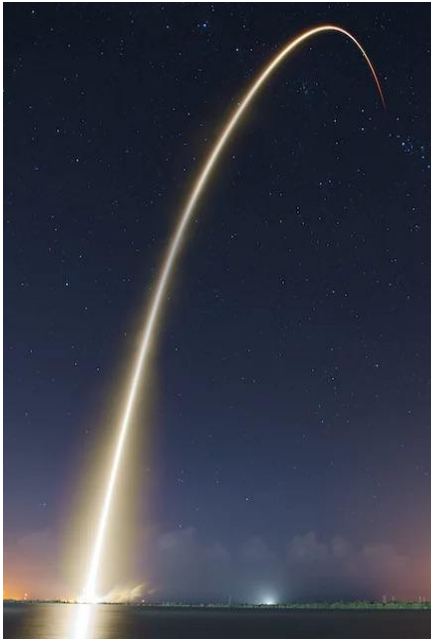


- ★ What is common that brings this group together?
- ★ What is the focus? As a group, as individuals?
- ★ **What can they expect from the process?**
 - How will the sessions be structured?
 - What is the duration and cadence of the group?
- ★ What shared agreements does the group want to set?
- ★ What does each person need from the group?

Five Session Framework for Group Coaching

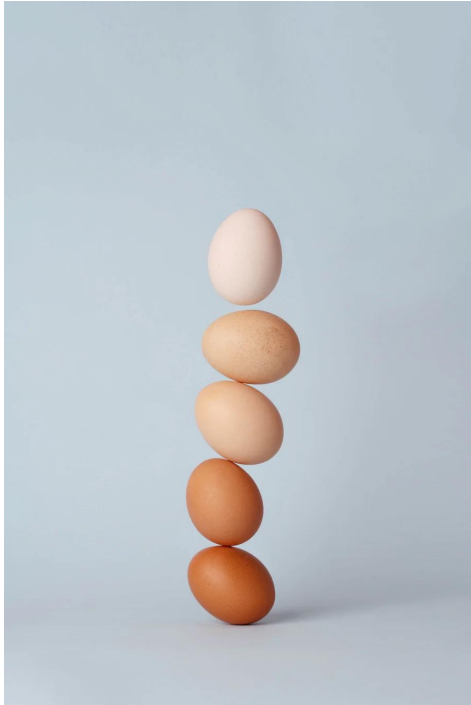
- ★ Session One Group Forming. Norming . Theme Intro
- ★ Session Two SMART Goals . Group Coaching . Strategies
- ★ Session Three Enemies of Learning . Barriers to Growth
- ★ Session Four Success Stories . Struggles . Refine
- ★ Session Five Reflection . Reinforcement . Next Steps

ARC of engagement . accountability . progress



- ★ What is common that brings this group together?
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- ★ What does each person need from the group?

BALANCE



- ★ What is the optimum number?
 - Sweet Spot
 - Virtual
 - Max Solo
- ★ Do you want or need a co-coach?
- ★ How will you be sure to zoom in (individual) / zoom out (group)?
 - Within a session
 - Across sessions
- ★ How will you balance stability & surprises?

COMMUNICATION



“Group Coaching is a sustained conversation”

- ★ BEFORE
- ★ DURING
- ★ BETWEEN
- ★ AFTER

BEFORE

Consider holding a brief orientation call with each group member. What it is. What it's not.

-What does she see as current challenges and opportunities in her immediate environment?

-What does he consider to be his strengths and development needs at this time?

-Based on the above, what goal(s) do they want to set for themselves?

Goal #1 Goal #2

-How can this group support and challenge?



DURING

What are the group member's preferences – reflection, conversation, writing, movement?

A few options to choose from ...

- ★ **Peer Coaching** Pairs . Triads
- ★ **Demo Coaching**
- ★ **Role Play** | **Real Play**
- ★ **Round Robin I** | **Round Robin II**



BETWEEN



SMART GOALS WORKSHEET

GOAL <i>Be specific and concise. Include the measure and time frame.</i>	MY GOAL IS...	✓
	Specific	S
	Measurable	M
PURPOSE <i>Why is the goal relevant? What are the benefits?</i>	Attainable	A
	Relevant	R
CHALLENGES <i>What are the challenges to overcome? What resources and skills are needed?</i>	Time-bound	T
	COMPLETION DATE	
		/ /

KEY STEPS <i>How will you achieve your goal? What are the milestones and key steps?</i>			
Description	Start Date	Complete Date	✓

MEASURE <i>Keep a log of your progress.</i>							
Date	Measure	Date	Measure	Date	Measure	Date	Measure

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<https://www.vertex42.com/templates/smart-goals-worksheet.html>

AFTER

Coach the group members to reflection, appreciation, celebration, and next steps.

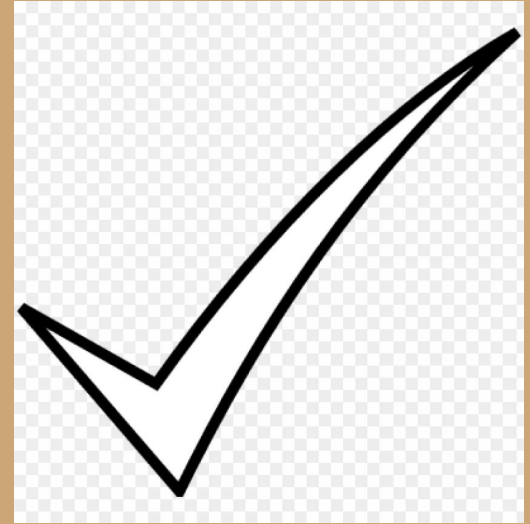
A few options to choose from ...

- ★ **Affirmation 'Hot Seat'**
- ★ **Strategies 'to go'**
- ★ **Visioning**
- ★ **...**



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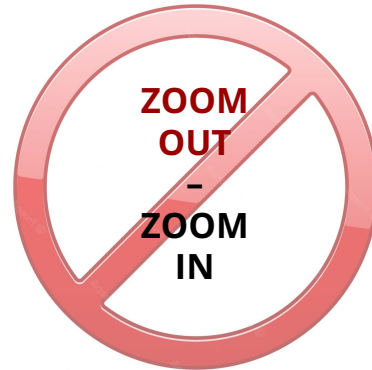
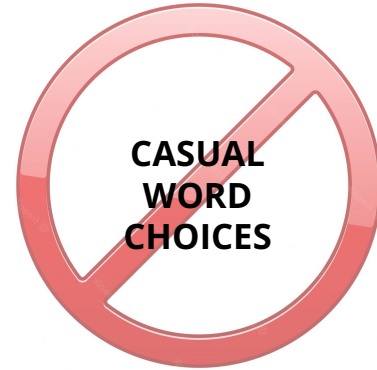




OBSTACLES TO MASTERFUL GROUP COACHING



COMMON MISTAKES TO AVOID





COACH CONNECTIONS ...

★ **Laurie Hall, PCC - Pre-Treat Webinar @ 6:00 pm CST Tuesday, March 7**

Guided Drawing and Brainwriting for Individual and Group Coaching

★ **Jennifer Britton, PCC – Closing Keynote @ 9:15 am Sunday, March 26**

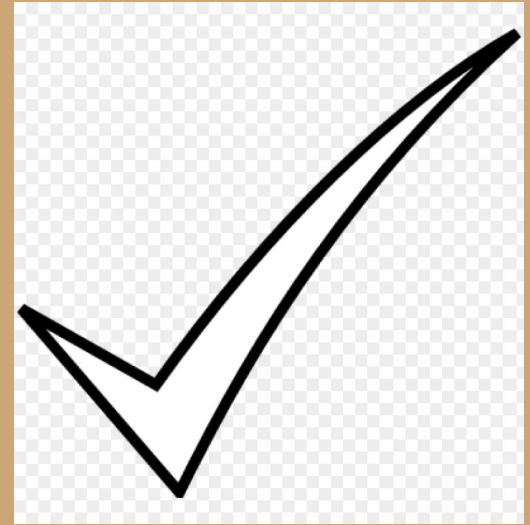
Scaling Your Coaching Impact and Reach Through Group and Team Coaching

★ **ICF Team and Group Coaching COP @ 8:00 am CST Wednesday, Jan 25**

Information Session about Advanced Certificate in Team Coaching

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Please
take our
survey



THANK YOU!

Let's keep the conversation going!

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QUESTIONS?

