

The GROW Coaching Model

7

Learning Outcomes:

- Identify the four elements of the GROW model and create questions for each stage.
- Practice coaching in a real-life scenario using the GROW model.

What you will need:

- Sticky notes
- Handout 20 – Coaching questions using the GROW model
- Handout 21 – GROW model template

Content and suggested timings:

Introduction to the GROW model	10 mins
GROW questions	30 mins
GROW in practice	50 mins
Total duration:	90 mins

Introduction to the GROW model

Learning and development surveys suggest that on-the-job training and coaching significantly exceeds any external, formal instructor led activity. These more informal approaches to learning are the most time efficient and cost-effective form of development. They provide targeted learning in a timely way which improves individual performance, leading to organisational success.

In this section we will look at one of the most commonly used models for coaching. First developed in the late 1980s and 1990s it has been referenced by several authors. John Whitmore is known as one of the world's finest gurus on this topic, you might want to take a look at his book 'Coaching for Performance: GROWing Human Potential and Purpose - the Principles and Practice of Coaching and Leadership' (2009).

GROW– a model for coaching

GROW is very well known in the business arena, but it also has many applications in everyday life. The particular value of GROW is that it provides an effective, structured methodology using a simple four-letter principle.

Write the four letters of GROW on the left side of the flipchart. Work through each letter/word using the bullets below.



Note: if you think it will be of value, as you explain how the GROW model works, relate it to a 'real' scenario. If you wanted an idea for a scenario, how about 'an employee has been promoted to the role of supervisor but is struggling to step away from just doing tasks, to supervising others doing tasks'.

PLEASE NOTE: This is a one-page sample only. If you would like to download a full one-hour module and you are a new customer, then email us: help@trainingwizard.co.uk and we will provide you with a discount code so you can download any module for £5+VAT.