

Coaching Scenarios

8

Learning Outcomes

Practice coaching skills and the GROW model in a given scenario.

What you will need:

- Sticky notes
- "The GROW Model" cards
- Handout 21 – GROW model template
- Handout 22 – Personal Reflection

Content and suggested timings:

Introduction	10 mins
Scenarios	60 mins
Learning points and summary feedback	20 mins
Total duration:	90 mins

Important Note

This module is designed to be delivered following module 7 of this coaching skills course. If you are not using module 7 then some delegates may find this difficult to follow, so further explanation of the GROW model will need to be given.

Introduction

Having conducted a coaching scenario using the GROW model, using a scenario which is familiar and relevant to them, this next session will give delegates the opportunity to consider something more complex and allow them in pairs to explore how their scenario would play out in real-life.

Prior to receiving their scenario, if you didn't do this before the last exercise in the previous module, it is important to set some ground rules around role playing.

Issue sticky notes to all the delegates and ask them to take just a few minutes to consider the rules they would like to be observed around role playing. (One idea per Post-it/sticky note). Explain that after the role play they will be encouraged to give feedback to each other and therefore the feedback needs to be constructive in order to support each other and provide them with evidence and factual advice on how to improve.

Put their notes on a flipchart - their thoughts may include:



- ▶ No mocking
- ▶ Don't be harsh, mean or overly critical
- ▶ Have fun
- ▶ Don't be too serious
- ▶ Stop or take time out if it is going wrong
- ▶ Don't look at me!

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