



Group Coaching

Harnessing the power of group learning





Coaching groups consist of a small group of people meeting together in active participation on several occasions, for the purpose of learning together. This includes developing new capabilities and skills. Participants learn through exchange and interaction with each other.

Group Coaching is an effective way of developing a group of individuals who have come together for the purposes of learning. The power of the session is the opportunity to work collaboratively with a skilled facilitator.

The uses of Group Coaching are endless and can include, for example, support with solving tricky problems, dealing with change and uncertainty, handling difficult conversations and finding ways to better engage a team. It can help with developing future leaders and supporting under-represented groups, alongside a whole host of other topics that people grapple with on a daily basis.

Learning together brings many **benefits for the individuals** involved, such as:

- Improved strategic thinking, reflection, reframing, questioning, problem-solving, planning and time management skills
- Improved interpersonal skills, including listening, coaching, questioning and feedback
- Increased presentation, facilitation and communication skills
- Increased responsibility for own personal development whilst fostering a culture of ongoing learning

And wider **organisational benefits**:

- Deeper trust and collaboration among peers and across departments
- Better understanding of the issues, motivations, and intentions of colleagues and stakeholders
- Lower price point per person – group coaching allows the coach to work with more people over less time, thus lowering the investment price per participant

Group Coaching in your Organisation

WME can support your organisation to develop group coaching capability through providing external expertise via our WME associate pool or by developing your organisation's internal capacity through our Introduction to Group Coaching Facilitation Programme.

External Facilitators and Group Coaches

WME have many group coaches available to facilitate sessions in your organisation. Our group coaches and facilitators have expertise across a broad spectrum of needs, including wellbeing and resilience, leadership and management and supporting underrepresented groups.

External facilitators may be particularly helpful for organisations where an impartial perspective or specific subject expertise would enhance the group learning.

The group coaching would be tailored to the needs of the group and take place over several sessions dependent on need and budget. To enquire about this offer please get in touch www.wmemployers.org.uk/contact-us/.

Introduction to Group Coaching Facilitation Programme

Purpose of the programme

This programme has been designed to support organisations to increase their internal capacity to offer group coaching, through upskilling employees in the skills and capabilities to be an effective group coach.

Introduction to Group Coaching Facilitation Programme



Understanding what Group Coaching is



Developing existing skills to facilitate in this setting



Understand how to manage group dynamics



Develop existing self-awareness and understand personal challenges



Opportunities to practice skills supported by a skilled facilitator



Introduction to Group Coaching Facilitation Programme

Duration

5 virtual interactive modules over 4 months, with pre-reading/pre-work and practice of skills between Modules 4 and 5, plus options for observed practice, feedback and 1:1 mentoring. There will be short work assignments between each module to help reinforce and further develop learning.

The programme

| | Activity | Method | Indicative content |
|---|-------------------|---|--|
| Week 1 | Module 1 | 1x 2-hour virtual workshop via MS Teams/Zoom for up to 6 delegates | What is group coaching? How it differs from 1 to 1, size of groups and other practicalities Benefits and applications of group coaching Your role as the facilitator Characteristics of groups How you might want to use this at work |
| Week 3 | Module 2 | 1x 2-hour virtual workshop via MS Teams/Zoom for up to 6 delegates | Contracting in groups Facilitation skills – refresh and how to use the skills in different settings Questioning, listening, rapport and trust – exercises and practice Managing different/difficult personalities and situations Set up for next module on self, when we look at challenge and assertion |
| Week 5 | Module 3 | 1x 2-hour virtual workshop via MS Teams/Zoom for up to 6 delegates | All about self: mindset, beliefs and confidence Relate to assertion and challenge started in module 2 Limiting beliefs and empowering beliefs around group coaching Growth mindset and the personal challenges in being assertive |
| Week 7 | Module 4 | 1x 2-hour virtual workshop via MS Teams/Zoom for up to 6 delegates | Build on module 3. Practice facilitating a group with observation Action plan for learning and work before Module 5 |
| Week 7-16 | Practice | It is preferable to have 2 or 3 opportunities to practice so you have a variety of experience and examples to talk through at module 5. | Applying the skills and techniques in order to bring live examples to reflect on. |
| Week 16 | Module 5 | 1x 2-hour virtual workshop via MS Teams/Zoom for up to 6 delegates | Review progress and successes in application Share learning and challenges Discuss further application and personal development |
| Optional: Highly Recommended following the programme | Observed practice | Facilitator observing a 2-hour Group coaching session, followed by 45-minute debrief with feedback | Provides a 3rd party view of your approach and style to identify strengths and areas for development |
| Optional: Recommended following the programme | 1:1 mentoring | 2-hour session with a skilled facilitator | Provides an environment for you to ask questions, seek answers, gain support and expect challenge; to embed your learning through a focus on workplace application, real problems and your current situation. |

Delivery Approach

The online interactive sessions, via Teams or Zoom, will be engagement driven through a balance of facilitator input, exploratory virtual discussions, smaller group discussions using breakout rooms and shared inputs using whiteboard and the chat function. The group size will be kept as a maximum of 6 to allow for facilitated discussion, interactive exercises and opportunities for observed practice.

The modules focus on key topics that are important for group coaching. Completion of online Mindset Modules before and between sessions will enhance your awareness of your areas for development to group coach effectively. The Mindsets Modules include self-assessment, a personalised profile and coaching questions based on your profile to raise self-awareness and commitment to action. This approach allows you to both experience coaching through the group work on the programme, whilst also learning about aspects of yourself that will help improve your ability to coach in your role.

Learning new skills is optimised when they are applied back in the workplace, therefore we encourage you to practice your new skills. The space between modules 4 and 5 is designed to give you an opportunity to use the skills practically and then return to the programme for support, feedback and encouragement. The recommended 1:1 Mentoring as a follow up session is designed to provide you with the opportunity to reflect on your learning and further develop your skills by drawing on the experiences of the facilitator.

Meet our facilitators

Our facilitators offer a wealth of experience and knowledge having delivered group coaching in a variety of settings and organisations. They are highly experienced coaches themselves and will model a coaching approach throughout the workshop activities to ensure you experience the group coaching yourself throughout the programme.



Sue Groves



Julia Hayward

Audience

Aimed at coaches with at least 2-years' experience. Some group facilitation skills would be an advantage but not a necessity.

To assess your suitability for the programme, review yourself against this check list:

| STATEMENT | YES/NO |
|---|--------|
| I regularly attend CPD and supervision, at least twice a year | |
| I maintain confidentiality at all times | |
| I am confident in my skills and abilities as a coach | |
| I am confident in dealing with challenges from others | |
| I have worked with at least 2 clients within the last year and at least 8 clients since training as a coach | |
| I have a good level of personal confidence and assertion in a group setting | |



Investment required

Fees for both open and inhouse programmes are detailed below. Subscribing Members of the West Midlands Coaching and Mentoring Pool get 5% off listed prices.

Open Programme

| | Gold | Silver | Bronze |
|-----------------|---|---|---|
| | Full Programme, plus one Observed session and feedback alongside an additional 1:1 mentoring session | Full Programme, plus one Observed session and feedback | Full Programme only (suitable only for those who have in-house quality assurance approaches in place) |
| WME Member Rate | £1,365+VAT | £1,115+VAT | £740+VAT |
| Non-Member Rate | £1,635+VAT | £1,335+VAT | £885+VAT |

Check the WME website for upcoming training dates: www.wmemployers.org.uk/whats-on/

In house Programme

For a group of up to 6 delegates, organisations can host their own in house session.

| | Gold | Silver | Bronze |
|-----------------|---|--|---|
| | Full Programme, plus one Observed session and feedback and additional 1:1 mentoring sessions | Full Programme, plus one Observed session and feedback per delegate | Full Programme only (suitable only for those who have in-house quality assurance approaches in place) |
| WME Member Rate | £7,000+VAT | £5,500+VAT | £3,250+VAT |
| Non-Member Rate | £8,400+VAT | £6,600+VAT | £3,900+VAT |

If you are already a subscriber of the Mindsets Modules, we can reduce the fee for in-house programmes.

Wider Coaching Development available through WME

WME also have a broader suite of coaching development offers:

- **Introduction to coaching for individuals in non-managerial roles or who are completely new to coaching**
- **Manager as Coach programme**
- **Coaching development for professional coaches**
- **Online coaching training and self-coaching modules**
- **Advanced CPD and Supervision for experienced professional coaches**

Please get in touch to find out how we can meet your needs.

Contact us

For more information and to book, please contact the WME team via
info@wmemployers.org.uk

