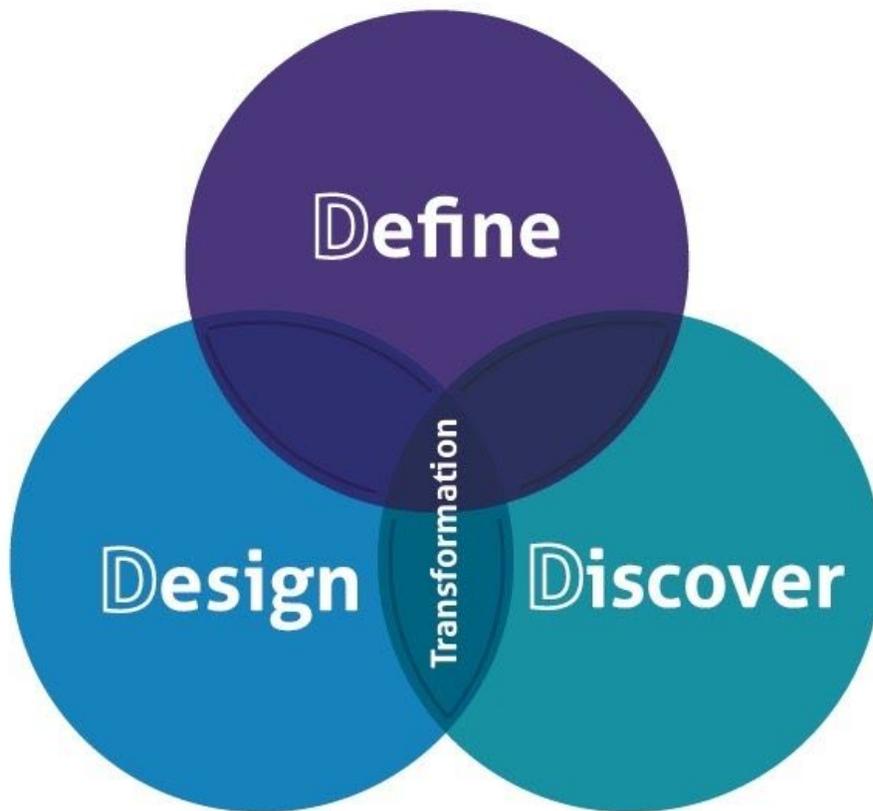


## Team and Group Coaching with the 3D Model



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### **Teams:**

In team coaching, there are two or more individuals that are looking to co-create a common objective/goal/imagined future. There is an objective to strengthen the Team. The Team works together outside of the group coaching. They may be teams in sports, in an organization, community, non-profit, or even a couple, or a family unit. The objective is to strengthen the Team.

\*With Teams, there is an overarching goal/objective that is agreed upon for the Team coaching engagement to take place. Have these well defined and a clear focus for the initial coaching agreement. Do an initial intake with the team.

### **Groups:**

In group coaching, two or more individuals come together with a common focus. The focus you may be the one to set. In group coaching, individuals may be from different backgrounds and do not necessarily interact outside of the group coaching sessions. The group formed with a shared common focus/topic, but the coaching is towards the individual group members' objectives/goals/imagined future. And usually conducted in open coaching or hot seat sessions within the group. Have each member do an initial intake.

Open coaching: whoever wants to be coached, volunteers and gets coached. The coach uses time management to make sure all members that volunteered to be coached get a chance.

Hot seat coaching: each member gets x amount of minutes on a pre-planned schedule, every member gets coached.

The group still shares in each other's successes and can play a role in accountability, as well as taking turns coaching, listening, and supporting each other.

Whenever working with group coaching and the members do not know each other, we want to offer opportunities to create connections.

So this will be with introductions, starting with yourself, and an intimate ice breaker such as, tell us a little bit about yourself and what has brought you to take part in this group? What would you like us to know about you? Get the group into connecting with an initial activity that involves them learning a bit more about each other, such as sharing a peak experience.

*\*facilitating or mentoring may take place in group coaching. Keep it clear what hat your wearing and keep the facilitation piece brief.*

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## 1 - Define:

We want to Define the space here within the group. Sharing guidelines while building a connection between the participants.

Part of this is having the group agree to some guidelines that they will follow when interacting and communicating with each other. It is a great idea to have some basic guidelines already drafted for the members while having them co-create some more to amend that are important to them. All group members will agree upon these guidelines. Have a final draft available for them to keep on hand. You also want to go over what coaching is and what coaching isn't, and include confidentiality as part of the guidelines.

Define the Topic

If a Team, ask the group:

If a Group, ask individual:

- How would you like to use today's session?
- What would you like us to explore in today's session?
- What would you like to be coached on today?

Define the Focus

If a Team:

We want the Team to define what we will focus on collectively in regards to the topic they are bringing to this session:

If a Group:

We want the individual to define what they will focus on in regards to the topic they are bringing to this session:

- What would you like us to focus on in today's session?
- What do you want to create?
- What is the one thing that is most important to you to get clarity around in this conversation?
- How does this objective today tie into the objectives we have set for our coaching sessions? / (coach note: if not, would you still like us to focus on this for today's session? The overarching agreement.

Define the Outcome.

If a Team:

We want to have the Team to define what is the outcome that they would like from this session:

If a Group:

We want to have the individual define what is the outcome that they would like from this session:

- What would be the best possible outcome for this session?
- What would you like to take away from this session?
- What will make this conversation a success?
- What do you hope to walk away with after today's session?
- What is the one thing you want to leave this session with today?
- What is it that you want to gain clarity around in this session today?

## 2 - Discover:

In Discover, you will ask questions.

Either it be collective in a team, or individually in a group. We will ask our clients questions that will help them in discovering what will help them move forward from where they are to where they want to be with their objective.

Discover - the best of the past

Going back to the agreed-upon topic, ask more about how they see it unfolding

- a. Questions are about the best experiences, when they may have had success, insights or awareness in a similar situation
- b. Offer the phrase "tell me more about that", ponder with curiosity with your client

If a Team, ask the group:

If a Group, ask individual:

- Can you remember a time...?
  - When have you experienced a similar situation that worked out well?
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- Can you remember an experience that worked out well?
  - What strengths did you call upon at that time?
  - What did you learn about yourself?
  - How is this similar to a past experience?
  - How have you overcome similar obstacles in the past?
  - Tell me more about that...
  - How have you overcome similar obstacles in the past?

Discover - the tools of the present

Inquire about what is currently working, what awareness is available now, where the situation is right now.

- a. Listen for understanding, new awareness, energy, and language
  - b. Begin to distinguish what beliefs may be at play, how they impact the client's understanding of the current circumstance
  - c. Listen to possibility beyond solving the problem
- What is working right now?
  - What awareness might you have around this now that can move you forward?
  - What are you making up about this?
  - What belief could you be holding onto right now that may be limiting you?
  - What is the greatest challenge right now? How do you feel about that? (This question will help see where your client might be caught in a misunderstanding with where their feelings are coming from.)
  - What is the sensation you are experiencing in your body right now?

Obstacle:

- What is stopping you from reaching that objective?
- What do you need that you don't have in order to reach this objective?
- You've mentioned money (or another obstacle) several times as an obstacle. If you had all the money you needed, then what would you do?
- I've heard you say twice that you don't have the time to take this on. Let's look at that obstacle: give me 5 options for how you could find the time.

Discover - the possibility for the future

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Go back to restate or ask about the desired outcome for the conversation, describing the possible future, to transition into Design

- a. Connect the best of the past, the current strengths and insights and the possibility of what is to come
  - b. Build a vision of that future that is compelling and inspiring
- What needs to happen to move you forward?
  - You shared that in the past you (mirror back the best of the past), how does this help you with what is possible?
  - Your strengths right now are, (mirror back strengths), how does this support you in creating what you want?
  - You mentioned that you wanted to leave the conversation with (desired outcome), from here is there anything else you would like to add to that? (expands on the outcome)
  - What opportunity can this be as a means to evolve you on a personal or leadership level?

Opportunity:

- This situation is happening right now in your life, could it be because it is what is best for you, beyond what you may know?
- What opportunity is waiting to happen?
- Tell me looking forward, and beyond, what is the bigger opportunity for yourself, others, and beyond this in what you want to create?

### 3- Design

Actions and commitments

These steps will help our clients take what they have gained in this conversation whether, clarity, insight, awareness into action. This can be a physical action, the next step, or even reflecting on what this insight reveals to them now that might help them moving forward. In the case of an insight, there might not be an action what/when leaving that to the client.

If a Team;

Have your team come together with designing the What/When with their next step. Keep in mind overarching Goals/Objectives.

If a Group;

Individuals will design what/when is the next step. Keep in mind overarching goals/objectives.

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### Design - new awareness and insights

- Is there anything you are aware of now that you had not been aware of before?
- What does this insight offer you moving forward?
- In light of what has been revealed to you in this conversation... What is next?
- What opportunity has been revealed to you through this new awareness?
- What is your key takeaway from this conversation?

### Design - supports and strengths to build the future

- What supports you with creating what it is you want?
- Who supports you in moving forward? (social architecture)
- What strengths can you rely on right now with creating this?
- How does this conversation benefit the greater goal and larger view of the future?

### Design - commitments and promises

- In light of what has been revealed to you in this conversation...What is the next step?
- When do you see yourself taking this next step?
- What is important to you about this next step?
- How does this next step tie into your greater goal of (name overarching goal)?
- In this moment now, what are you most grateful for?

Figure out with your team and or group how they want to use you or each other, to hold themselves accountable in any actions they want to take individually or collectively. Decide together how to celebrate the successes with the Team or Group, when hitting milestones, and in any evolution. Also, have them share personal takeaways that they might have had from working in these team and group coaching sessions together.

Measure progress with your groups and teams using the initial intake forms adapted to teams or individuals, with the progress evaluation forms done every three to six months. Re-evaluate goals and objectives too at this time. Have group share in each other's progress, and successes.