

## **Module: Coaching Skills**

### **Games**

#### **1. Coaching in action**

**Learning Objective:** This training resource is intended for use by trainers with any group of trainees or staff members who need a high-powered general coaching process to help solve problems – whether for themselves or for their team members. It can be used by trainers to help participants see forward and enhance their skills on work-related issues.

**Group Size:** Medium (6-12)

**Time required:** 60 minutes

#### **Activity Introduction:**

- The questioning method used in this activity is a very effective way to introduce participants to the mechanics of coaching.
- It is known as the GROW sequence: Goal, Reality, Options and Way forward. The power of this form of coaching is that it does not require the coach to be an expert on the topic on which the individual is being coached.
- It is designed to raise the coach's awareness about the issue or problem and then help them find their own way forward – to generate responsibility in the individual to own their solution and see it through to completion.
- This type of coaching: enables true delegation; encourages trust and respect between manager and team member; ensures that ownership of the task and the result stay where they belong – with the individual who will do the work.

**Activity Instructions:**

- You invite the participants to select a work-related issue on which they want to move forward.
- You then take them through a one-way coaching conversation, asking a series of predetermined questions, which follow a set coaching sequence.
- The participants write down the answers to the questions and in so doing determine their own solution, timescale and commitment.
- You then review the process so that they understand how to follow the GROW sequence and the reasons for using, and not using, certain question types.