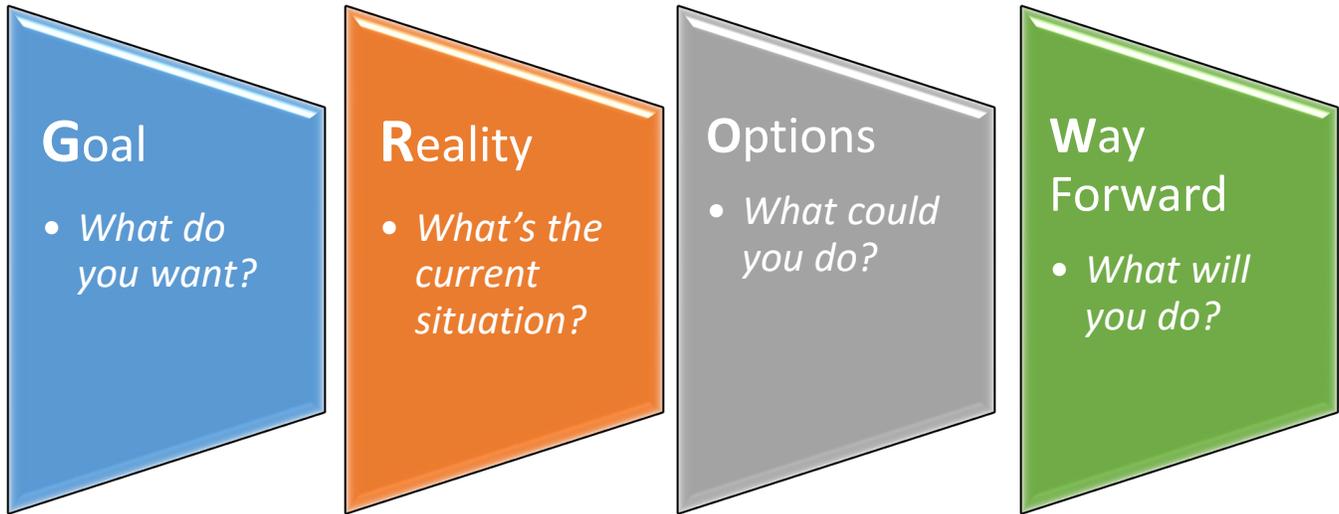


# Summary | GROW Coaching Model



- What would you like to achieve?
- What do you most want to develop?
- What would success look like in this situation?
- What do you hope for?

- How is this personally important to you?
- What is the current situation?
- What do you have control over?
- What are the main obstacles you face?
- How does this impact you?

- What can you apply from that experience to this situation?
- How could someone else help?
- If someone else came to you with this issue, what would you suggest?
- What are the benefits and pitfalls of each option?

- What will you do next?
- What might get in your way?
- Who will help you?
- How will get support?
- How will you ensure you will do it?

# Peer Coaching Process

**Objective:** To utilize coaching conversation skills to engage in conversation that supports discovery, learning, and helping.

## Roles

**Presenter:** Person sharing leadership challenge, area of development, or reflection

**Peer Coach:** Person asking questions, reflecting & providing input

**Observer:** Person observing discussion and facilitating debrief.

## Process

In each round, one person will be the **presenter** one will be the **peer coach** and one will be the **observer**. You will have three rounds so that each person has the opportunity to be in each role once.

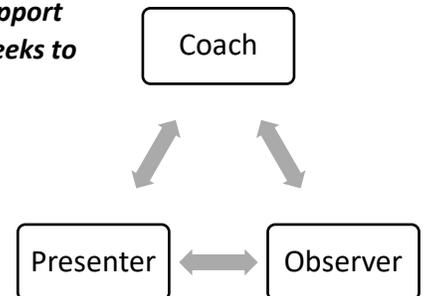
## Leader:

Reflect on how you would like to develop as leader through this Executive Leadership Academy experience. Consider what a first step will be.

***What is one area of focus that you are interested in exploring to support your development as a leader? What can you do in the next two weeks to support that goal?***

## Coach:

Engage in OARS and GROW to support deepening an understand the leader's interest, motivation, and desired outcome, and to identify potential next steps.



## Observer:

Listen to the questions the coach uses and observe the behaviors they engage in. Take note of examples of OARS and GROW in action.

Facilitate post-round debrief:

- 1) Ask the Leader how the experience was for them
- 2) Ask the Coach what they thought they did well and what they would do differently next time
- 3) Share your observations