




COACHING GROW MODEL TEMPLATE

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Your GROW Coaching Blueprint

"Coaching focuses on future possibilities, not past mistakes."

Sir John Whitmore

Coaching should not be completed as a stand-alone activity, but rather a considered approach that links and supports strategy, company-wide goals, KRAs and cultural behaviours. Successful coaching is a process. You must have a clear goal, explore the current realities, find the options and solutions available, then agree to a clear plan of action to move forward towards the goal.

The GROW coaching model is one of the most powerful and simple approaches for leaders to utilise and leverage, resulting in great development outcomes.

G	Goal	<i>What do you want to achieve?</i>
R	Reality	<i>What is happening now?</i>
O	Options	<i>What could you do?</i>
W	Way-Forward	<i>What will you do?</i>

GROW	Definition	Sample Coaching Questions
Goal	What do you want to achieve?	<ul style="list-style-type: none">• <i>What do you want to achieve?</i>• <i>Why are you hoping to achieve this goal?</i>• <i>What would the benefits be if you achieved this goal?</i>
Reality	What is happening now?	<ul style="list-style-type: none">• <i>Where are you now in relation to your goal?</i>• <i>Tell me more.</i>• <i>What's working?</i>• <i>What's not working?</i>• <i>What has contributed to your success so far?</i>• <i>What progress have you made so far?</i>
Options	What could you do?	<ul style="list-style-type: none">• <i>What are your options?</i>• <i>What else could you do?</i>• <i>What would happen if you did nothing?</i>• <i>What has worked for you already and how could you do more of that?</i>• <i>What is the hardest/most challenging part to move forward?</i>• <i>What advice would you give to a colleague?</i>
Way-Forward	What will you do?	<ul style="list-style-type: none">• <i>What actions will you take to move forward?</i>• <i>How are you going to go about it?</i>• <i>When are you going to start?</i>• <i>Are these SMART actions?</i>• <i>What do you think you need to do right now?</i>• <i>Tell me how you're going to do that.</i>• <i>On a scale of 1 - 10, what is the likelihood of your plan succeeding?</i>• <i>What would it take to make it a 10?</i>

How To Deliver Coaching Sessions

Hi...

Thanks for meeting with me for today's coaching session.

The purpose of this conversation is to clarify your goals and to agree to some actions to continue with your growth and development.

GROW Model	Coaching Questions
Firstly, let's clarify your GOAL :	<ul style="list-style-type: none">• <i>What do you want to achieve from today's session?</i>• <i>What would success look like?</i>
Secondly, what is the current REALITY ?	<ul style="list-style-type: none">• <i>Where are you now?</i>• <i>What's working? what's not working?</i>
Thirdly, let's look at the OPTIONS you have to achieve your goal.	<ul style="list-style-type: none">• <i>What are your options to move forward?</i>• <i>What else could you do?</i>
Finally, let's confirm a WAY-FORWARD with a call to action.	<ul style="list-style-type: none">• <i>What actions will you take to move forward?</i>• <i>How are going to go about it?</i>• <i>When are you going to start?</i>

Thanks again for meeting with me for your coaching session and I look forward to our next session on __ / __ / __

In that session we will go through each of your actions and take a look at how you have progressed.

Finish with a positive comment e.g. 'So great work and progress today, keep it going with your agreed actions'.

"Probably my best quality as a coach is that I ask a lot of challenging questions and let the person come up with the answer."

Phil Dixon