

*Business Purpose: To change the culture from depending on senior people (learned helplessness) to empowerment.*

## Introducing a coaching approach with your team

### Preparation

Once you've decided on the most appropriate group of people to start with, and, the right time for them to be receptive to the session, arrange a team meeting to introduce the following 2 sheets:

- Problem solving
- GROW

Prepare for the session by thinking of examples to illustrate the use of each sheet. Also, how much time you have for each stage of the meeting.

### The meeting

- Set the scene – what's this all about?
- Talk the group through the **Problem Solving** sheet using one of your examples.
- Discuss what happens when they seek out someone senior at the 'problem' stage.  
*They haven't thought things through*  
*They depend on others for a decision*  
*They don't get a chance to come up with their ideas and suggestions*
- Ask them to work in pairs on the **Problem Solving** sheet using their own problems.
- Turn the 'problem' into a Goal.  
Give examples of some common problems re-worded as goals.
- Introduce the GROW model.
- Ask the group to work in pairs again, this time adapting their problem solving sheet to the GROW model.
- Invite feedback.
- Discuss what is likely to happen when they approach senior team members having thought through the GROW model.  
*You both enter into the right level of discussion*  
*Creates opportunities for new ideas*  
*Increases the chances of the best solution*  
*They still have the safety net of the discussion process*  
*They can work out which are the 'No' answers and so not go to senior staff with as many problems.*
- Explain the way forward  
For each issue or problem they have, they complete, or think through, the GROW process before they approach the senior team.  
They let you know they have an item to discuss and arrange a time to see you.  
You meet and enjoy the right level of discussion for your roles, and for your potential, and agree action.

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## Problem-solving

1. What is the problem?
2. What is/are the cause/s of the problem?
3. List all the options for solving the problem:
4. Which is the most likely option to succeed within the constraints and resources of this school?
5. Action – step by step:

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## GROW – Pre Meeting Preparation



**Goal** – where do you need to get to?

**Reality** – where are you now?

**Options** – what options do you have to get there?

**WAY / WILL** - what plan of action are you going to take / will you be able to get there in time?

Goal	
Reality	
Options	
Way / Will	
(Timeframe)	

*GROW Coaching Model ~ Sir John Whitmore*