

The 10 minute coach



Culture is made from language and behaviours – a five minute coaching conversation in a corridor can be a powerful catalyst for change. If we can embed coaching conversations into our culture, we will have a major lever for profound culture shift.

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Using the GROW model as the basis for a coaching conversation can trigger great results.

OK. We've got 10 minutes. What do we want to achieve?

What's the situation? What's happening?

What options do we have?

Your preferred option? Why?

Are we up for it?

What's to do? Who'll do what?

The success of coaching is in part down to accountability. If you're genuinely interested, curious and wanting to discover with the coachee, s/he will keep you updated and want to deliver. So follow up because you're interested.

You don't always need scheduled coaching appointments and rooms, great coaching can take place after meetings, at coffee breaks, in the car park. If two people are focused and engaged, what's to stop them making the most of the moment?