

WUN Thrive Programme

Useful Slides For Your Peer Coaching Sessions



WUN
womens utilities network

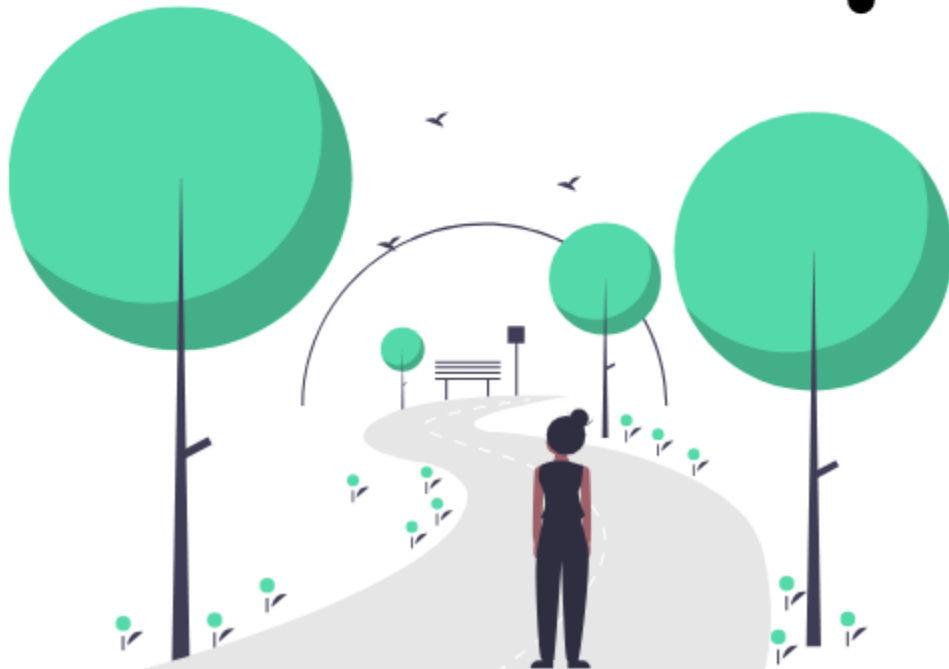
Your Peer Coaching Sessions

1. Pick a coaching partner during Module One and book **three** peer coaching sessions (one per month)
2. Take it in turns to be Coach & Client (and Observer if you are in a three), the Coach should coach for 30 minutes
3. Use the sessions to practise listening, asking open questions and the coaching models to coach your Client on their chosen topic
 - In session 1 the person who is the Coach will use the **GROW model**
 - In session 2 the person who is the Coach will use the **Well Formed Outcomes**
 - In session 3 the person who is the Coach will use the **GROW model**
4. After each session give feedback (10 mins):
 - a) The Coach shares what she did well and what she wants to improve next time
 - b) Client gives feedback to the Coach on what questions etc moved her forward and what would have made the session even better
 - c) The Observer or Client (if in a pair) completes the feedback sheet on the Coach, emails a copy to Sallyann to track progress and gives a copy to the Coach.



Presuppositions Of Coaching

- The Coachee has all the answers
 - The Coachee does not need to be fixed
 - The Coachee can create their own reality
 - The Coachee has a different map of the world to the Coach's map
-
- The Coach has time to truly listen
 - The Coach believes in the Coachee
 - The Coach is curious and asks open questions
 - The Coach respects the action the Coachee wants to take, no judgement



ICF Core Competencies 2019 – What to focus on

1	Demonstrates Ethical Practice	Understands and consistently applies coaching ethics and standards of coaching
2	Embodies a coaching mindset	Develops and maintains a mindset that is open, curious, flexible and client-centred
3	Establishes and Maintains Agreements	Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, processes, plans and goal. Establishes agreements for the overall coaching engagement as well as those for each coaching session
4	Cultivates Trust and Safety	Partners with the client to create a safe, supportive environment that allows the client to share freely . Maintains a relationship of mutual trust and respect
5	Maintains Presence	Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident
6	Listens Actively	Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client's systems and to support client self-expression
7	Evokes Awareness	Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence , metaphor or analogy
8	Facilitates Client Growth	Partners with the client to transform learning and insight into action . Promotes client autonomy in the coaching process'

Top tips for your peer coaching

- Ask one question at a time
- Leave your Coachee enough time to answer the question and don't ask the next one until she has said what she wants to say
- Become comfortable with silence
- Tune into your intuition and feedback what emotions you notice and explore them further with your Coachee



The Grow Model

G	GOAL	<ul style="list-style-type: none">• What do you want?• What is important to you about achieving that goal?• What are the consequences of doing nothing about t?• Make the goal SMART (Specific, Measurable, Achievable, Realistic, Time-bounded)
R	REALITY	<ul style="list-style-type: none">• What's going on right now?• What have you already tried?• What's worked/not worked so far?
O	OPTIONS	<ul style="list-style-type: none">• What could you do ...(<i>generate ideas</i>)• What would 'X' do in this situation?• Which option are you most drawn to?• What are the pros and cons?
W	WAY FORWARD	<ul style="list-style-type: none">• What will you do? What is the next step?• What obstacles might come up?• What resources do you have? What support do you need?• On a scale of 1 – 10 scale how motivated are you to carrying out that action?

Well-Formed Outcomes Model

Question	Response
What do you want? (state in the positive)	
Why is this important to you?	
What specifically will you see, hear and feel when you have achieved this goal?	
What is the first step? And the next one?	
What do you need to do to keep it going?	
When do you want to have achieved the goal?	
Context: when, where and with whom do you want it?	
What good things do you get from the present situation that could change if you achieved this goal?	
What will be the cost of going for this goal (time, money etc.)? Are the costs worth it to you?	

Feedback on Key Core Competencies

Coach:		Coachee:
	Definition of Competency	What the Coach did well?
Cultivates Trust and Safety	Partners with the client to create a safe, supportive environment that allows the client to share freely . Maintains a relationship of mutual trust and respect	
Maintains Presence	Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident	
Listens Actively	Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client's systems and to support client self-expression	
Evokes Awareness	Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence , metaphor or analogy	
Facilitates Client Growth	Partners with the client to transform learning and insight into action . Promotes client autonomy in the coaching process'	

**Sallyann Weston-
Scales**

**Mobile : +44 (0) 7793
744600**

Email:
sallyann@westonscales.co.uk



WUN
womens utilities network

