



## ECMF Class 4 Outline

### The Difference Between 1:1 Coaching, Group Coaching and Team Coaching

#### Class Description

There are distinctive differences in providing 1:1 coaching sessions, group coaching workshops, and team coaching events. When coaching teams and groups, there will be multiple learning styles, varied priorities, and different goals. Communication styles may clash or create misunderstandings. Conflicts may arise. Unlike one-on-one sessions, the coach will need to manage these all at once, while keeping track of time, paying attention to the agenda, and being in creative response to what is needed for everyone. Exploring the different needs of the group or team will assist coaches in creating a plan for successful workshops.

#### Learning Objectives - Attendees will:

- Examine the difference between 1:1 coaching, group coaching and team coaching
- Review the predictable and discernable phases in group and team development
- Discuss different skills a coach must employ in working with open groups vs. intact teams
- Explore different information (prework) to request before sessions, to improve the likelihood for a successful workshop

#### Definitions:

##### Group Coaching:

Group Coaching is a facilitative process that leverages the resources and knowledge of a group of individuals working on a common theme but having different individual performance goals. In **group coaching**, each individual group member will have their own unique goals. Providing time for group members to explore their focus areas more deeply, as well as learn from peers is a crucial part of any group coaching conversation.

##### Team Coaching:

Team Coaching is the art of facilitating and challenging a team to maximize communication, performance, and momentum in service of meaningful organizational goals. In a **team coaching** context, a coach may be asked to work to create greater alignment of the individuals around the collective values and goals, helping team members explore their own impact and their connection with team, department or organizational mission and vision.

#### Discuss the differences between clients/attendees who are:

- Paying for and attending their own individual sessions
- Group workshops where attendees sign up and pay themselves
- Corporate workshops where the company pays and attendees are participating on work time

Discuss different options (Individual vs. public group vs. corporate group) in these areas:

- **Pre-work Options:**
  - **For individual sessions, you may collect some of this verbally or on an intake form at the beginning of the session**
    - What's going well
    - What could be different or improved
    - Intention for the session
    - Previous coaching or therapy - what did they like about it or not like?
    - Coaching agreement / informed consent should be signed
    - Waiver - signed on the day of the session
    - Emergency contact name and number
  - **For self pay workshops or retreats, you may want to know some things about who is attending and why**
    - Why did they sign up?
    - What would they like to focus on or achieve?
    - Previous horse experience (good, bad, riding, etc)
    - Previous coaching experiences
    - Medical issues, allergies and food restrictions
    - Coaching agreement / informed consent should be signed
    - Waiver - signed on the day of the session
    - Emergency contact name and number
  - **For corporate workshops, you may want to gather additional information**
    - Plan to **meet with the manager** before the workshop and discuss goals and expectations and plan to do some research about the company and the industry if you are not familiar with it
      - What's going well?
      - Where is the conflict (if any)?
      - What stage of team development are they in (see below for review of stages of team development) -- *\*this could be an exercise or check in questions vs. on pre-work*
      - What could be better?
      - What is the desired outcome of the workshop?
    - **Pre-work** can include:
      - What are you (individually) working on?
      - What's going well?
      - What's a challenge or where are you stuck?
      - What's going well with the team?
      - What would make things better?
      - Previous horse experience (good, bad, riding, etc)
      - Previous coaching experiences
      - Medical issues, allergies and food restrictions
      - Coaching agreement / informed consent should be signed
      - Waiver - signed on the day of the session
      - Emergency contact name and number

- Setting the tone for the session or the workshop
  - What is the theme for the retreat?
  - What is the theme for the team?
  - Option to set this up ahead of time with the manager vs. allowing this to emerge in the check-in
- Make friends with time
  - Have an agenda *AND* be flexible
  - Carefully consider how many participants per day you can coach by yourself (and when you would want a co-facilitator or several assistants moving horses or offering other activities)
    - Factor in time and energy
    - Factor in their time in the round pen or arena (how long can your sessions be?)
    - Factor in how much time they will be standing and watching
    - Factor in time for switching out horses

\*We will be going into more detail in future classes with regard to planning the day, setting up the agenda, and running corporate workshops. This class today is intended to be an intro into thinking about the differences between individual sessions vs. group workshops.

## **Group Development / Team Development**

Groups typically go through predictable and discernable phases of development over time. It is very helpful to look at a group or team from this lens because it can inform you and your co-facilitators about which exercises could be done and what the participants' reactions to the exercise might be.

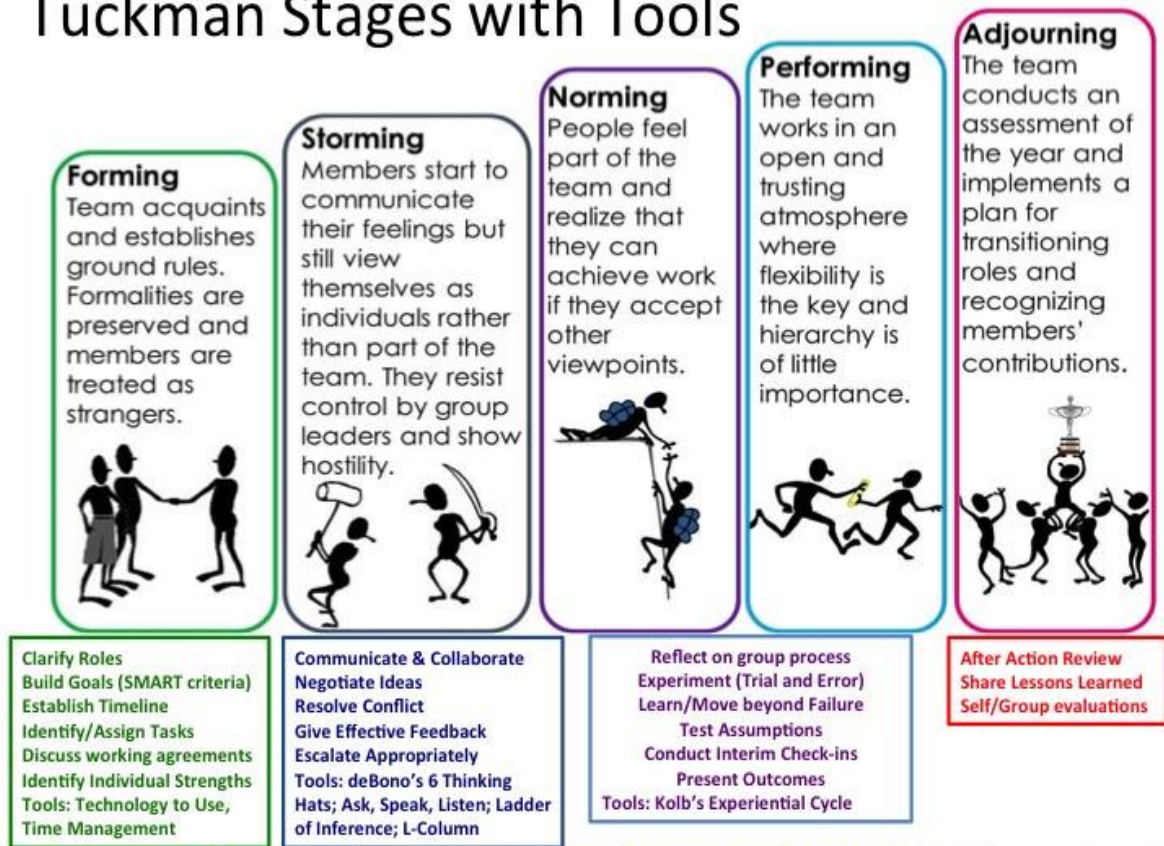
## **Group Dynamics**

### **What influences and impacts Group Dynamics?**

- Stages of group development
- Psychological safety in the group
  - Setting the container
  - Permission slips
  - Review common language
- Individual relational history
- Individual work history
- Cliques and competitive factions
- Leadership (Mission, Vision, Values)
- Communication styles
- Conative styles

**Review Tuckman's Development Stages and read short article (next page)**

# Tuckman Stages with Tools



<http://wheatoncollege.edu/sail/leadership/student-involvement-handbook/strengthening-group/leadership-teambuilding/> (Image without tools)

Please review this article: <https://courses.lumenlearning.com/suny-principlesmanagement/chapter/reading-the-five-stages-of-team-development/>

## Questions and Comments