

# DESIGNING GROUP COACHING EXPERIENCES

USE THIS WORKSHEET TO GUIDE YOU IN DESIGNING YOUR GROUP COACHING EXPERIENCES

## Initial Brainstorming

*Use a separate sheet of paper to answer the following questions.*

1. What population are you wanting to serve?
2. What is your rationale for selecting this population? How does it connect to the needs your drawn to meet in the world or engage your strengths and abilities?
3. What considerations need to be made to ensure that your group coaching experience is trauma-informed, developmentally appropriate, physically and mentally accessible, and socially sensitive and equitable when planning for this population?
4. What is the one insight or learning that you most hope they will take away from the coaching experience?
5. What is the one resource, tool or practice that you want to be sure they receive before the end of the experience?
6. What is your hope for yourself before, during and after this coaching experience? How will you measure your own success?
7. What setting will this group coaching experience take place in?
8. What delivery systems will you use for this group coaching experience?
9. What resources, tools, personnel, and supplies will be needed?
10. What obstacles can you anticipate between planning and execution of this group coaching experience?

## Planning for Group Coaching Experience

*Based on your answers to the questions above, create a loose plan for your group coaching experience by following these prompts and a more structured flow by completing the table on last page.*

### **Preparation Time**

Determine how much time you will need to prepare yourself, your space, and your supplies to skillfully facilitate this group coaching experience.

### **Icebreaker = Reduce Anxiety**

The first thing you will want to plan is an exercise, activity, discussion prompt, or guided practice to reduce anxiety in the system. Determine what that will be and what support or supplies you will need.

### **Delcer = Increase Vulnerability & Connection**

The second thing you will want to create is an exercise, activity, discussion prompt, or guided practice to increase vulnerability and connection. What supplies and support will you need for this step?



**Designed Alliance**

Using Lark's Song's methodology of designing an alliance share the assumptions and agreements that are required during the group coaching experience and facilitate co-creating safety norms with the group to ensure a brave space for learning and active experimentation.

**Group Coaching Experience**

Create and facilitate your group coaching experience. Think about what coaching tools you may already have that would be most helpful to you, as well as what personal expertise and passion you could integrate that would urge you toward joy and foster an appreciative perspective in yourself as you coach. What support, supplies, and resources might you need for this step?

**Completion**

Determine how you would like to intentionally complete your time with the group by gathering learning, sharing gratitude, facilitating accountability around committed action, and/or communicating next steps.

**Evaluation & Follow-Up**

How will you evaluate and measure the impact of your group coaching experience? What will your commitment and connection with this group be after this coaching experience? How will you communicate and follow-up with them?



# GROUP COACHING EXPERIENCE GUIDE

Title of Experience:

Population/Participants:

Setting/Location:

Coaching Objective:

Time	Focus	Description	Supplies/Support
	Preparation		
	Assessment		
	Icebreaker <i>Reduce Anxiety</i>		
	Delcer <i>Increase Vulnerability</i>		
	Designed Alliance <i>Assumptions, Agreements, Safety Norms</i>		
	Group Coaching Experience		
	Completion		
	Evaluation & Follow-Up		

