

FREQUENTLY ASKED QUESTIONS – GROUP AND TEAM COACHING INTENSIVE



Over last few years we've had some common questions emerge by those considering the program. Here are some of the Frequently Asked Questions we get asked :

What pre-work is there prior to the program?

To make the most of our two days of learning together, prior to the program you will:

1. Hold a short 15 min pre-call with Jennifer. During this call Jennifer will learn more about what you want to get out of the program, and she will also share with you some logistics
2. Undertake a pre-program self-assessment to identify core areas of strengths as well as growth and learning for yourself.
3. Prepare for the practicum component.

What do I need to do to complete the program?

In addition to the pre-activities and the two day program, there is a short blended learning assignment which includes 2 hours of listening to past recordings around group and team coaching issues and then submitting a 500 word essay about how you can apply the learning. This can be undertaken before the two day program or afterwards.

Also, we hold a 1 hour group follow-up call one month after the program.

What will I learn during the program?

This program is geared for those who want to incorporate group and team coaching into their work. It will also be useful to coaches who want to boost their skills and confidence as they run workshops, retreats, and webinars.

The program provides you with road-tested tips and best practices around group and team coaching. From Designing your Coaching Agreement and Program, to implementation and marketing ideas, the course is grounded in **practical approaches** you can be integrating into your own work. As an author Jennifer will share with you multiple examples of how this work is emerging, and will also be sharing with you the work she has continued to undertake with dozens of teams and groups over the years.

One of the main benefits of the Intensive is the practicum element where you will lead the group through a 25 minute group or team coaching conversation. Past coaches have brought activities they wanted to try out with a group, or have used the opportunity to develop something new they think they will need

Do I need to be experienced to attend?

Both new and experienced coaches have attended the Intensive. The pre-call is an important conversation to identify any pre-reading which may be useful. For example, non coaches often attend the program and benefit from listening into the Blended Learning Assignment recordings prior to the call, to create a baseline of knowledge around what coaching is.

While you don't need to have worked with groups and teams before, an interest in adding this to your work is critical. I'll be pointing to additional sources of learning and practice to support you in moving forward

I'm not a (full time) coach, will I benefit from this program?

Absolutely! Over the years we've had HR professionals and leaders take the program. Given the smaller group size of the Intensive we are able to tailor the programming for the different needs of the group. For those without a coaching background, completing the Blended Learning Assignment prior to the program provides you with some initial baseline.

Many leaders have been pleased that they have opted to attend as it has given them a robust toolkit in a short period of time. Many of the tools and approaches are things that can be brought into your work with your own team.

Will this be enough to support me in getting out and working with teams and groups?

This program is structured as a deep dive into an ever emerging field. The focus is more on tools for you as a practitioner than the theoretical frameworks. Several alumni have gone on to integrate their learning from the program right away in corporate engagements and also in running public programs. Throughout the two days there will be multiple opportunities for you to capture your learning and think about next steps. A group follow-up call one month after the program often provides additional accountability for attendees keeping this on their radar screen as they know they have made commitments to their peers!

As with so many other learning experiences the old adage applies "you'll get out, what you put in". Scheduling time pre and post program for planning, design and action is critical in getting the most out of the program. We will also talk about different ways you will be able to continue to deepen your learning and build onto the foundations covered in this program.

If you have any other questions, please do not hesitate to reach out and contact me by email at jennifer@potentialsrealized.com or by phone at 416-996-8326.