

GROUP COACHING GUIDELINES

1. Purpose

Group coaching is a central component of the ILP's blended learning methodology. The purpose of group coaching is to help participants configure the curriculum to their unique situation and assist leaders with practical application. Unlike teleclasses, which have curriculum-driven agendas and tend to be more instructional, group coaching sessions have participant-driven agendas and tend to be more interactive.

2. Logistics

Group coaching sessions are led by a Stagen coach and conducted primarily by telephone. Please schedule all group coaching calls for the year. It is best to have the telebridge number programmed into your mobile phone in case you are travelling or out of the office.

3. Preparation

E-mail the coach (in advance) the topics or issues you would like to work on during your group coaching call. It is helpful to e-mail background information (with any relevant assignments) to the coach before the session. Topics participants typically bring to a group coaching call include:

- Recent wins or significant results applying ILP concept, tools, or practices
- Specific challenges, obstacles, or breakdowns that would benefit from an open coaching forum
- Review or live work on a specific Implementation Plan assignment
- Requests for live practice
- Clarification or discussion questions

4. The Group Coaching Session

Group coaching sessions are a forum to support your learning and the implementation of assignments. Please be prepared for each group coaching session with your updated Implementation Plan and ILP binder available. Group coaching is a chance for you to show up as a leader. Bring at least one important question to each group coaching call, actively engage your peers, and be responsive when questions are posed to the group. Look for opportunities to self-disclose and ask for input or coaching.

5. Being "Coachable"

The coaching in the ILP is one of the most meaningful aspects of the 52-week program. The value you gain from this process correlates directly with how "coachable" you are. An important coaching distinction is the one between the "tools" and the "tool user." The principles and tools introduced in the program are extremely effective when used skillfully in the appropriate circumstances. The coach's job is to support the tool user. This means being receptive to the coach holding the mirror up in service of helping you become more self-aware. The attitude with which you approach coaching will help to determine the benefits you receive. Coaches on the Stagen staff are highly qualified professionals, each bringing unique competencies and areas of expertise that will help to create a distinctly valuable ILP experience.

6. ILP Coaching Accountability

Coaching inherently provides the support and accountability necessary to stay engaged through a long-term course of study and practice. Commit early on to the discipline of following the structure of the implementation plan as it has been designed (weekly rhythms and theory/practice assignments) and it will be easier to maintain good habits on an ongoing basis. While you will not be graded on your performance as a leader, you will have a final utilization score each quarter that indicates how much of the program content you completed. However, rather than simply checking the boxes, it is important to be deliberate: take notes, highlight, and reflect thoughtfully on readings, give adequate time to written assignments, look for daily opportunities for real-time practice with Stagen tools, and contribute your personal learning to the e-Journal and group coaching calls on a consistent basis.