

Group Coaching

A group coach enables learning through experimentation, discovery and drawing out the collective wisdom of the group. The coach is a facilitator, enabler and catalyst.

Coaching connects you with and develops your capability to generate your own solutions, your confidence and capacity in the roles and functions you choose to focus on. It involves “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential” (International Coach Federation).

A group environment is distinct from a team environment in that the participants do not necessarily have a unifying, common purpose or ongoing working relationship or interdependence with the others in the group. A group coaching environment will suit you if you desire to develop, are willing to work with other people and are interested in harvesting ideas from them in the process.

Participate in Group Coaching if you want to develop and strengthen your:

- autonomy, confidence and personal presence
- leadership and communications skills
- ability to interact meaningfully with others and bring yourself forward effectively and genuinely
- ability to work with and through situations of conflict or other interpersonal challenges
- functioning within roles you hold



In a Nutshell

Coaching is a guided process that supports you create the results you want. It offers a framework for you to set stretching and challenging goals; plan strategies and actions to achieve your goals; be held accountable for taking action; and develop thoughts feelings and behaviours that will support your success.

In the area of coaching, Stephen offers:

- **Leadership Coaching:** supports a leader/executive hone their capabilities in a one-on-one context, offering privacy. Sessions are specifically tailored to their needs.
- **Team Coaching:** enables teams create high performance results, assuring the behaviours and attitudes of team members and the team culture support desired outcomes.
- **Group Coaching:** individual coaching in a group setting that enables learning through experimentation, discovery and drawing out the collective wisdom of the cohort.

Stephen Harrison is an **Associate Certified Coach** (ACC) through and member of the [International Coach Federation \(ICF\)](#); is committed to upholding the [ICF Code of Conduct](#) and his ongoing professional development; and was trained through the [NeuroLeadership Group](#), an ICF-accredited training organisation.

- willingness and capacity to adopt or adapt to new approaches and ideas, and respond effectively to new situations, transitions and transformative events
- empathy with others
- understanding of how others see you, and obtain valuable insight into what is working for you and what is not
- resilience to external forces (opinions, situations, complexity), and find your inner strength
- ability to find and be responsible for your own solutions, while considering input from others
- capacity for creativity and spontaneity

Development work in a group setting is a fantastic opportunity to explore areas that matter to you and piggyback off what others also bring. Your behaviours and attitudes will be met and challenged by others, and significant cross fertilization of ideas occurs in a managed environment conducive to experimentation and discovery. Other participants will support your growth and development in ways difficult to appreciate without the actual experience.

When Coaching Is Not Appropriate

Approach a business advisor, consultant or mentor for advice.

Attend a training programme to be taught how or why to function in a particular way.

See a counsellor or psychologist for therapy.

How Group Coaching Works

Each Group Coaching session is held for a specified length that may be a couple of hours, half day, whole day, or even multiple days. Shorter sessions are generally run as a series, perhaps weekly or fortnightly. Attending all sessions creates the most value.

Your coach will direct the session, working with what is brought forward from within the group, and building on themes. Participants will support each other's development by bringing forward their own experiences.

Advice is not part of the process, from the participants or the coach. The environment is established to strengthen and empower individual capacities, to address your development needs, and enable you to contribute meaningfully from your own personal power.

Prerequisites

Your willingness and commitment to turn up and participate.

Follow these links for coaching information:

- [Coaching Overview](#)
- [Individual \(Leadership/Executive\) Coaching](#)
- [Team Coaching](#)
- [Group Coaching](#)
- [Why Sponsor Coaching?](#)
- [Offer: Free Individual Coaching Session](#)
- [Stephen's Profile](#)