



## Guide to Creating Group Coaching

*"Group Coaching is a facilitated group process that is led by a professional coach and is formed with the intention of maximizing the combined energy, experience, and wisdom of individuals who chose to join in order to achieve organizational objectives and / or individual goals."*

*- Ginger Cockerham, MCC - Author of Group Coaching: A Comprehensive Blueprint*

Write answers to the following questions on this guide to craft group coaching for your organization. Scan and email the completed guide to [Jeff@NallyGroup.com](mailto:Jeff@NallyGroup.com). Together, we'll schedule a time to create a meaningful, affordable group coaching solution for your organization.

### Who

- Who are the five or six leaders experiencing similar challenges?
- Who needs to prepare for their next promotion?
- Who was identified in the last succession planning review as ready for a promotion or role expansion?
- Who needs to learn leadership best-practices from each other?

### What

- What's the common need or business challenge leaders are facing?
- What part of the organization's strategy needs a more action and results from leaders?
- What leadership behaviors do leaders need to practice together and master?
- What diversity and inclusion challenges do leaders need to resolve?
- What aspects of employee engagement do leaders need to start, improve, or accelerate?

### When

- When can leaders meet (virtually or in person) for group coaching sessions?
- What day of the week is better or easier for leaders to meet for bi-weekly group coaching sessions?
- What time of day is better or easier for leaders to meet for bi-weekly group coaching sessions?
- When can group coaching begin?
- When does group coaching need to complete and close?

### Where

- Where can leaders meet in person for group coaching sessions?
- Where can leaders meet virtually for videoconference group coaching sessions?