

SCRIPTS COACHING MODELS

Cover Page – Slide 1

I welcome you all to this exciting session on Coaching Models.

Learning Outcomes – Slide 2

At the end of this session, it is my belief that we would have achieved the following Learning Outcomes:

- Describe a Coaching Model
- Explain the GROW Model of Coaching
- Enumerate the steps involved in the FUEL Model of Coaching
- Identify other Coaching Models

Introduction to Coaching Models – Slide 3

Coaching, in its many forms, offers powerful insights for thousands of people around the world.

A coaching model is a framework; it does not tell you how to coach but, rather, it is the underlying structure that you can use when you are coaching someone.

There are several Coaching Models out there in the industry, however, we will be looking at the GROW and FUEL models.

The GROW Model of Coaching – Slide 4

Sir John Whitmore and colleagues developed the GROW model in the late 1980s, and it has since become one of the most popular coaching models for goal setting, performance improvement, and coaching

Whitmore in 2017 compared the model to trip planning where there is a Goal, Reality, Options, and a Will. At each stage, you must work with the client to increase awareness and ownership.

Four Steps of the GROW Coaching Model – Slide 5

The four steps of the GROW Coaching Model are:

1. Establish the Goal
2. Examine the reality
3. Explore the Options
4. Establish the Will

We would look at them one after the other

Establish the Goal: Define a goal that is motivating, inspiring, and drives success. Perhaps it is behaviour that needs to change or an aspiration to be reached.

Examine the reality: Understand where the client is now and identify any barriers that are causing issues. Then recognize strengths, qualities, and resources that may help.

Explore the options: Consider your options for the future. Inventive coaching questions should be posed to the individual or group.

What would you do, for example, if money were not a motivation? How would you proceed if time were not an issue? What other options do you have?

Establish the will: Now that we have a list of possibilities, we must decide on the actions, timing, accountability, and reporting. The client must commit to the next steps.

The coach's role is not to solve the client's problems or help them overcome their obstacles, but rather to facilitate and assist them in selecting the best options.

While simple, the GROW model is extremely powerful, but only if the coach ensures that:

1. the goal is truly inspiring,
2. the client considers the present before considering the options, and
3. they fully commit.

The FUEL Coaching Model – Slide 6

The FUEL Coaching model has the Coach asking open-ended, non-leading questions to guide the conversation instead of from the telling, directing, instructing, and giving advice. This approach allows the individual to assess the situation, determine their own solution and take ownership and accountability for the outcome.

Four Steps of the FUEL Coaching Model – Slide 7

While the GROW framework is useful in certain goal-centric business needs, FUEL is a more adaptable conversation framework designed to achieve behavioral outcomes, challenge assumptions, and strengthen the relationship between coach and coachee.

1. **F**rame the Conversation.
2. **U**nderstand the Current State.
3. **E**xplore the Desired State.
4. **L**ayout a successful plan

As you can see this sounds very similar to the GROW framework, so let's explore these steps more deeply.

Frame the Conversation – Slide 8

In this step, a safe environment is created in which the coach and coachee can outline the conversation's purpose, process, and expected outcomes – its context and focus.

This procedure can also be used to provide directing or reinforcing feedback, development plans, and performance evaluations. As a result, at this stage, it is possible to go beyond goal setting. These conversations can be structured as follows:

1. Identify the behavior or issue to discuss.
2. Determine the purpose or outcomes of the conversation.
3. Agree on the process for the conversation

Understand the current State – Slide 9

In this step, we challenge the assumptions of both the coach and the coachee to uncover any underlying patterns or beliefs that may be driving the coachee's behavior and impeding results. The coachee becomes more aware of themselves and their current situation.

The conversation at this stage could take this form:

1. Understand the coachee's point of view.
2. Determine the consequences of continuing the current path.
3. Offer your perspective.

Explore the Desired State – Slide 10

In this step, we develop a vision of success from the coachee's point of view. Once the current state has been explored and revealed, the coach has a framework to help the coachee consider their desired state.

At this stage, the conversation can be structured as follows:

1. Understand the vision for success.
2. Set goals and performance expectations.
3. Explore alternative paths of action.
4. Explore possible barriers.

Layout a Successful Plan – Slide 11

Finally, as in the GROW model, we recognize the significance of developing a strategy, identifying roadblocks, and articulating the desired future state. At this point, the discussion can be structured as follows:

1. Develop and agree on an action plan and timeliness.
2. Enlist support from others.
3. Set milestones for follow-up and accountability.

Applications of the FUEL Coaching Model – Slide 12

The FUEL Coaching Model can be applied as follows:

1. Providing tough performance feedback
2. Helping you team-member assess continuous learning and development by asking about what is working and what is not.
3. Specific skill development
4. Career planning conversation
5. Solving a performance issue that's related to a relationship or a task problem.

Other Coaching Models – Slide 13

The GROW and FUEL Coaching models are at present very popular, nonetheless there are other Coaching Models as follows:

- SOLVE Model
- The STEPPA Model

- CLEAR Coaching Model
- ACHIEVE Model

Mentoring Models – Slide 14

There are five mentoring models as follows:

- One-On-One Mentoring
- Resource-Based Mentoring
- Group Mentoring
- Training-Based Mentoring
- Executive Mentoring

Conclusion – Slide 15

Hey, so in the past few minutes, we have been able to look at:

1. Introduction to Coaching Models
2. The GROW Coaching Model
3. Four Steps of the GROW Coaching Model
4. The FUEL Coaching Model
5. Four Steps of the FUEL Coaching Model
6. Applications of the FUEL Coaching Model, and lastly, Mentoring Models

So, in conclusion, I would like to add that one's approach to coaching finally boils down to a process, a model of how you do things and get results. One does not need to be an expert in all coaching approaches, but if the model helps clients achieve their goals, the coach has achieved his objectives

On the other hand, a good mentor must possess the right skills and follow the progression step by step process for effective mentoring.

Thank you and Stay Safe. Bye