



T-GROW Coaching Mastery

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01

Welcome & Ice-Break

Unlock Your Coaching Power

Master the T-GROW Framework for Interpersonal Excellence

T - G - R - O - W

Start Pre-Test & Goal Setting



Meet Your Trainer

Dinni Rahmawati



Head of Learning at Rumah Siap Kerja (2021-
Current)



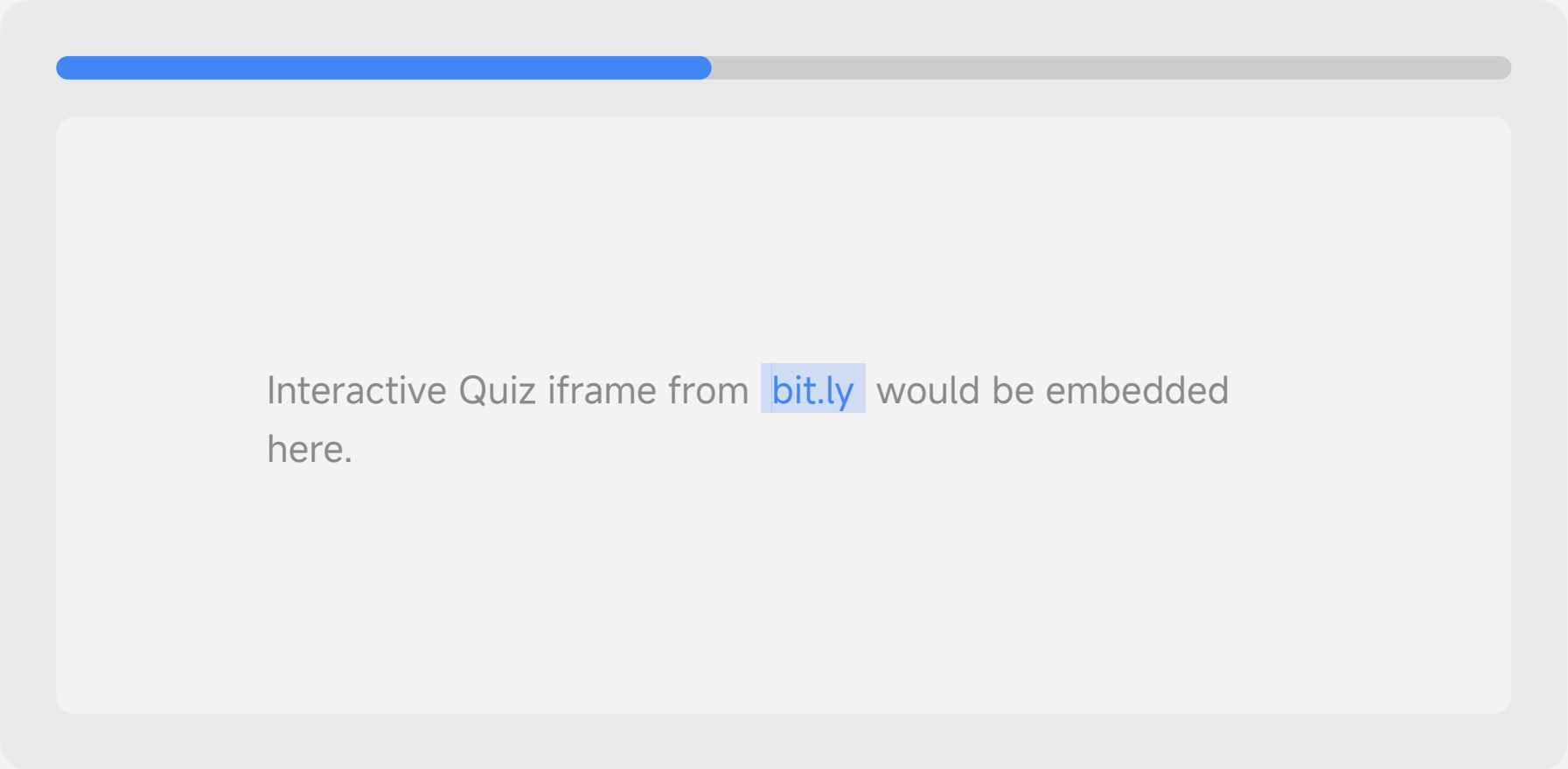
Delivered training for ITB, ITS, Tanoto Foundation, and HSBC.



Bachelor of Psychology, University of
Indonesia

Pre-Test & Goal Setting

Assess your current knowledge and set your learning intention.



Interactive Quiz iframe from [bit.ly](#) would be embedded here.

Set Your Learning Goal:



02

Coaching Fundamentals

What Coaching Really Is

Coaching

Future-focused, collaborative partnership to unlock potential.

Mentoring

Guidance from an experienced advisor sharing wisdom.

Counselling

Therapeutic process to resolve past issues and heal.

"Coaching is unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them."

- Timothy Gallwey

Core Coaching Principles



Safe Environment

Build trust and ensure confidentiality.



Coachee-Driven

The coachee sets the agenda and goals.



Facilitation

Collaborate, don't dictate solutions.



Awareness

Help coachee discover their own insights.

The Maieutics Method

Derived from Socrates, this is the art of using questions to help someone give birth to their own understanding.

- ❓ Use open-ended questions to explore.
- 🔍 Probe deeper to clarify and challenge assumptions.
- 💡 Guide the coachee to their own insights and solutions.





03

Interpersonal Skills

The Essence of Interpersonal Skill

The ability to communicate and build harmony with others. It's about creating a connection where both parties feel understood and valued.

Rapport

A positive psychological atmosphere that includes warmth and acceptance, allowing the coachee to feel unthreatened.

How to Build Instant Rapport



Use Supportive Body Language

Maintain appropriate eye contact, nod to show understanding, and use an open posture.



Avoid Judgment

Focus on understanding their perspective, not criticizing it. Your role is to explore, not evaluate.



Show Empathy

Use phrases like, "I can understand how that situation would be difficult for you."

Master Active Listening with SOLER

A non-verbal technique to show you are fully present and engaged.

S

Sit Squarely

Face the person directly.

O

Open Posture

Keep arms and legs uncrossed.

L

Lean In

Slightly tilt your body forward.

E

Eye Contact

Maintain natural, comfortable gaze.

R

Relax

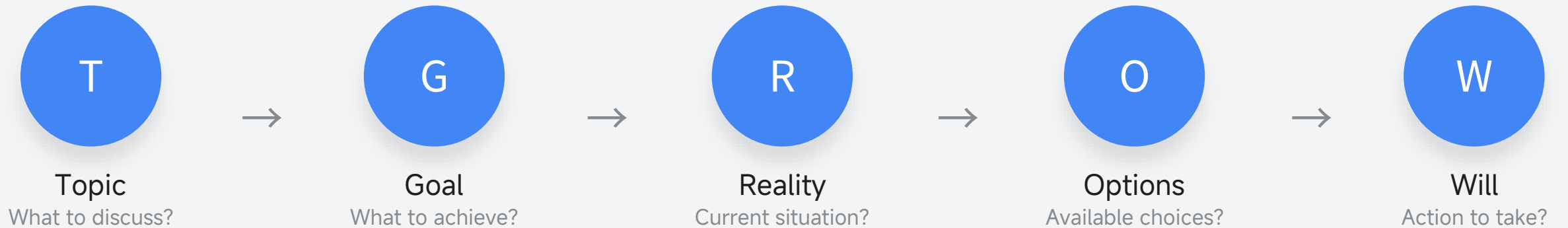
Be calm and at ease.



04

T-GROW Framework

The T-GROW Coaching Model



1. Define the Topic

What does the coachee want to talk about? What is the focus of the session?

Improve team communication

Prepare for a career change

Increase sales performance

2. Set a SMART Goal

Transform the topic into a clear, actionable objective.

"Increase sales by 25% in the next quarter by implementing a new client outreach strategy."

S

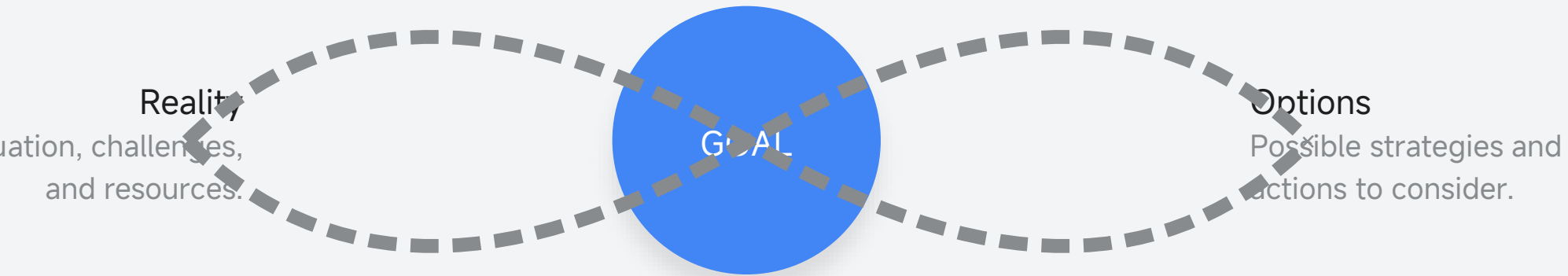
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Explore Reality & Options



Commit to Action: The Will-Do Plan

Transform options into concrete, committed steps.

Now

- Schedule team meeting
- Research new CRM tools

Next

- Present strategy to manager
- Start pilot program

Later

- Full team training
- Review and measure results

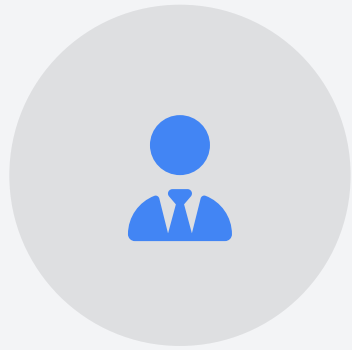


05

Practice & Feedback

20-Minute Practice Arena

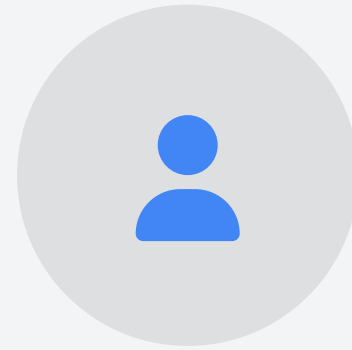
It's time to practice! Pair up and run a full T-GROW session.



Coach

20:00

Timer



Coachee

Generate Practice Room Link

Provide Feedback with the SBI Model

Structure your feedback to be clear, objective, and actionable.



Situation

Define the context. "In our session yesterday, when discussing your goal..."



Behaviour

Describe the observable action. "I noticed you asked several open-ended questions..."



Impact

Explain the effect. "...which helped me think through the problem more clearly."



06

Close & Challenge

Unleash Potential: Cut the Tethers

Coaching helps individuals overcome the 'interference' that holds them back, allowing their natural performance to soar.

Potential (Gas): The coachee's inherent ability and capacity.




Interference (Tethers): Fear, self-doubt, limiting beliefs.

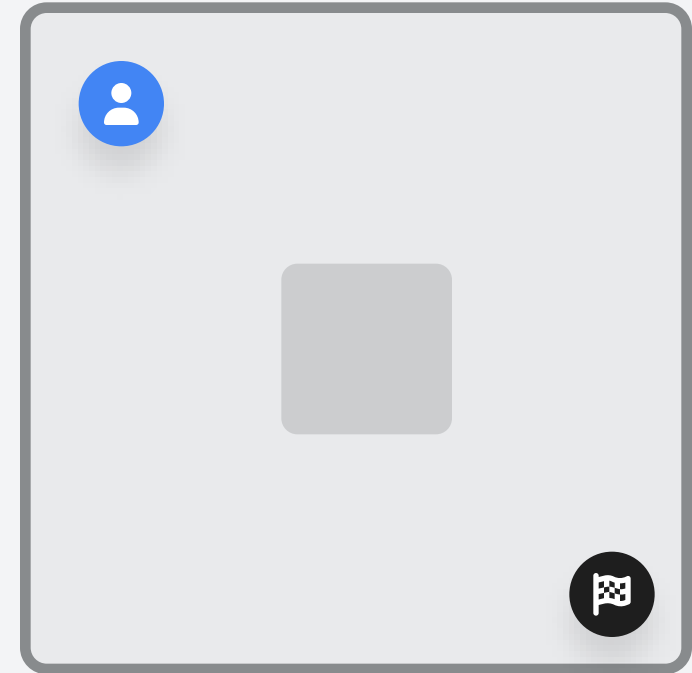
Performance (Height): The result of unlocking potential by removing interference.



The Pathfinding Challenge

A fun, collaborative game to test your communication skills. One person is blindfolded (the Player) and the other (the Navigator) must guide them through a maze using only words.

-  Form a team of two.
-  Navigator guides with clear instructions.
-  Complete the maze to unlock your certificate!



Your Coaching Journey Begins Now

Commit to your growth and take the next step.

My Coaching Commitment

Take Post-Test

Schedule Follow-Up



THANK
YOU

