SLIDE 01: COVER PAGE

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
No Narration.	**The GROW Model of Coaching** As a leader, one of your most important roles is to coach your people to do their best. In this course you will learn how to conduct coaching sessions using GROW model. **Button:** Begin	Office photo that includes manager and employees in a meeting room.	Learner clicks Begin button to jump to the next slide.

SLIDE 02: INTRODUCTION

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
The GROW Model is a simple four-step process that helps you structure coaching sessions with team members.	The GROW Model is a simple four-step process that helps you structure coaching sessions with team members.		
A good way of thinking about the GROW Model is to think	**Infographic Steps Text** Goal - Reality - Options - Will	Four-steps infographics with an icon for each step represent its meaning.	The icon and the main steps names appear while pronouncing them as if it is a motion video.

about how you'd plan a journey. First, you decide where you are going (the goal), and establish where you currently are (your current reality). You then explore various routes (the options) to your destination. In the final step, establishing the will, you ensure that you're committed to making the journey,	**Hotspots:** Goal Icon: Decide where the employee is going. Reality Icon: Establish where the employee is currently at. Option Icon: Explore possible options and routes with the employee. Will Icon: Get the employee to commit to specific actions to reach the goal. **Button:** Continue	Link 	Add hotspot for each icon in the infographic where the leaner clicks it to reveal it related definition. Continue button jumps to the next slides. It appears only when the four hotspots are clicked.

SLIDE 03: INTRODUCING THE SCENARIO

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Ahmed is a player in your team, and you need to help and coach him using GROW model. Choose your avatar, then click Start Session.	Ahmed **Button:** Start Session	Three characters; two males and a female.	Drawing arrow pointing to one male character with the text "YOU". Leaner choose avatar (male or female) to represent him/her. Leaner clicks Start Session to start the learning scenario.

SLIDE 04: Learning Scenario #1

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Employee: Thanks for making time to meet with me, I wanted to talk to you about my struggle with managing my time well. **Manager:** Not a problem, this is what I'm here for. How did you come to the conclusion this is a problem? **Employee:** I have lots of different projects going on simultaneously. I feel like if I don't jump around to each project often, then they get put off and I don't get them done. I'm struggling with prioritization as there just aren't enough hours in the day.	**Employee:** Thanks for making time to meet with me, I wanted to talk to you about my struggle with managing my time well. **Manager:** Not a problem, this is what I'm here for. How did you come to the conclusion this is a problem? **Employee:** I have lots of different projects going on simultaneously. I feel like if I don't jump around to each project often, then they get put off and I don't get them done. I'm struggling with prioritization as there just aren't enough hours in the day.	Ahmed; the male character, and the avatar character from the previous slide with two pop-up or callouts.	The text appears while pronouncing it. Also, use different poses and face expressions for each character while he or she speaks.
Manager: I understand your struggle. …………………………	**Manager**: I understand your struggle. ……………?	Two pop-ups appear, one for right answer, and one for the wrong answer.	Leaner drag and drop the answer in his avatar pop-up.

	Scenario:		Feedback:
	Question: Choose the best response?		Right Ans. Well done. According to GROW model, the first step is to let the employee determine the goal.
	Right Answer: What would you consider success in solving this problem?		Wrong Ans. Remember According to GROW model, the first step is to let the employee determine the goal.
	Wrong Answer: What have you tried already?		
	Button:		Learner clicks Continue button to jump to the next slide.
	Continue		

SLIDE 05: Learning Scenario #2

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Manager: I understand your struggle. What would you consider success in solving this problem? **Employee:** Being able to get everything assigned to me done in a timely fashion.	**Manager:** I understand your struggle. What would you consider success in solving this problem? **Employee:** Being able to get everything assigned to me done in a timely fashion.	The same theme of the learning scenario.	
Manager: Well. ………………	**Manager:** Well. …………?		

	Scenario:		**Feedback:**
	Question: Choose the best response?		Right Ans. Well done. By asking this question you examine the current reality.
	Right Answer: What steps have you taken already to solve this issue?		Wrong Ans. Remember. You need to examine the current reality before jumping into the options.
	Wrong Answer: What options do you have to solve the problem?		
	Button:		Learner clicks Continue button to jump to the next slide.
	Continue		

SLIDE 06: Learning Scenario #3

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Manager: Well. What steps have you taken already to solve this issue? **Employee:** I have made a list of everything I need to accomplish. When I got done writing the list it just looked daunting. **Manager:** Okay, what do you think your options are to solve this problem?	**Manager:** Well. What steps have you taken already to solve this issue? **Employee:** I have made a list of everything I need to accomplish. When I got done writing the list it just looked daunting. **Manager:** Okay, what do you think your options are to solve this problem?	The same theme of the learning scenario.	

Employee: Ask for less workload, ask for help, work more hours to get it done, set boundaries, or make a schedule.

Manager: Those are mostly all plausible solutions. ....

Employee: Ask for less workload, ask for help, work more hours to get it done, set boundaries, or make a schedule.

Manager: Those are mostly all plausible solutions. ......?

Scenario:
Question: Choose the best response?
Right Answer: Which do you think would be the best solution for you?
Wrong Answer: Who would you like to help you?

Button:
Continue

Feedback:
Right Ans. Well done.
It's important to guide your team member in the right direction, without making decisions for them.
Wrong Ans. Remember.
Let your team member offer suggestions first. Help him/her decide on the best solution.

Learner clicks Continue button to jump to the next slide.

SLIDE 07: Learning Scenario #4

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Manager: Those are mostly all plausible solutions. Which	**Manager:** Those are mostly all plausible solutions. Which do you	The same theme of the learning scenario.	

do you think would be the best solution for you?
Employee: Asking you and my team members for help.

Manager: That sounds like a great idea! Who would you like to help you?
Employee: I think Chris would be a great help on the project, and Asmaa could help also.

Manager: I think that sounds like a good idea, ………………?

think would be the best solution for you?
Employee: Asking you and my team members for help.

Manager: That sounds like a great idea! Who would you like to help you?
Employee: I think Chris would be a great help on the project, and Asmaa could help also.

Manager: I think that sounds like a good idea, …?

Scenario:
Question: Choose the best response?
Right Answer: What steps can you take today?
Wrong Answer: What else could you do?

Button:
Continue

Feedback:
Right Ans. Well done.
You get your team member to commit to specific actions in order to move forward toward their goal.
Wrong Ans. Remember.
You team member have already explored all options. It is time to get employee establish their way forward.

Learner clicks Continue button to jump to the next slide.

SLIDE 07: Learning Scenario #5

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Manager: I think that sounds like a good idea, what steps can you take today? **Employee:** I can send them a message this afternoon asking if we could set up a time to chat to see if they'd be willing to help. **Manager:** That sounds like a great solution. Let's set up a time next week to follow up and see how you're feeling then. **Employee:** Thank you.	**Manager**: I think that sounds like a good idea, what steps can you take today? **Employee:** I can send them a message this afternoon asking if we could set up a time to chat to see if they'd be willing to help. **Manager:** That sounds like a great solution. Let's set up a time next week to follow up and see how you're feeling then. **Employee:** Thank you. **Button:** Continue	The same theme of the learning scenario.	 Learner clicks Continue button to jump to the next slide.

SLIDE 08: Learning Scenario Report

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
Here is what you got by the end of your coaching session.	Goal: Being able to get everything assigned to Ahmed done in a timely fashion. Reality: He has made a list of everything he needs to be accomplish. When he got done writing the list it just looked daunting. Options: Ask for less workload, ask for help, work more hours to get it done, set boundaries, or make a schedule. Will: Contacting Chris and Asmaa to see if they'd be willing to help. **Button:** Continue	Four-Tab interaction.	Four tabs for Goals, Reality, Options, Will. Leaner clicks each tab to reveal its related content. Continue button jumps to the next slides. It appears only when the four tabs are visited.

SLIDE 08: Conclusion

Narration	On-Screen Text	On-Screen Graphics	Navigation Dev. Notes
	Congratulations! You have completed the module.	Congratulation badge	Leaner click Restart Button to revisit the lesson again, or click Exit button to exit the lesson.
	Remember! The GROW Model is a simple four-step process that helps you structure coaching sessions with team members. You can use the model to help team members improve performance, and to help them plan for and reach their longer-term career objectives.		
	Buttons: Restart Exit		