

# GROUP COACHING

## Overview and Program Description

Peer networks formed by this group coaching process create a powerful dynamic to support leaders. This innovative development approach is an engaging and cost-effective way to introduce the coaching process to a small group of leaders in your organization. Blending leadership and peer coaching methodologies, participants create and execute action plans that foster meaningful results for the individuals and the organization. Upon understanding themselves and creating new mindsets, learners make profound and long-lasting breakthroughs that are reinforced with colleague feedback and support.

Fundamental takeaways you can expect to see from a group coaching engagement are:

- Using the group coaching process to leverage others for insight and support.
- Holding self and others accountable in making lasting change
- Accepting the necessity of vulnerability for authentic leadership and practicing vulnerability during the coaching process



## PARTICIPANT SELECTION

Have an expressed desire to improve in one competency area (Appropriate for leaders to have different goals).

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Looking to develop relationships with other leaders within the organization.

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Want to increase individual self-awareness.

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Be peers or at a similar level in your organization (any organizational level, entry level to C-suite).

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Be able to align schedules so that they can attend group coaching calls/meetings together.



## FORMAT

This is a 6-session series in which each coaching event builds upon the prior session. Each session takes place virtually in 2-hour time blocks. Supporting job aids and resources will be provided to add structure to the group coaching process.

Please contact us to discuss the best way to customize this offering to support your organization.

## HOW IT WORKS

# 1

### PART ONE: ASSESSMENT & GOAL SETTING

- 360-degree assessment completed by all participants
- Assessment results debriefed individually with coach
- Create action plan based upon 360-degree feedback and identify one development area. Collect and align feedback and buy-in from each participant's leader

# 2

### PART TWO: GROUP COACHING SESSIONS

- Teams of 4-6 people participate in group coaching sessions once a month for six months with the group coach
- There are six group coaching calls each lasting approximately two hours.
- Participants identify one goal to work on throughout the program.
- Participants are guided through our coaching process



# 3

### PART THREE: SUSTAINABILITY

- The final session will be an Individual coaching call for each participant with to plan for sustainability of learning

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