

START MODULE

12:00 5-10 min	Welcome	Quick coach introduction. Introduction of participants if group is small (3-5 people). If group is larger, do introduction in Breakout below. Geographical location Organization Role Years at company Purpose for being here Something fun about you	Upbeat music for folks entering the room and for start-up tech check - Hear music - Start video - Come off mute
12:10 2 min	Pupose	Reflect: What's important to you about <the group coaching topic> Thought joggers/perspectives: - To you - To your team - To your organization - To the company - To the world - Head and Heart	Reflection music Post in chat for their reflection: What's important about this ? - To you - To your team - To your organization - To the company - To the world
5-10 min	Breakout Option followed by a few share-outs (or group share on purpose if group is small)	If the group is large, move to paired or triad breakouts to intro-duce themselves to their partner and share their purpose. 2.5 minutes each.	Expedite psych safety
12:17 10 min	Enroll(in group coaching)	<i>(ICF Competency: What is, is not being offered, what is and what isn't appro-priate and what is/isn't being offered, responsibilities)</i> WHY? - Accelerate leadership journey - To personalize, deepen, and integrate outcomes for leadership - Ebbinghaus forgetting curve - Overcome fears, concerns, and roadblocks - Create deep connections with your group mates - Build a support network that persists beyond the training and these meetings HOW? Expectations - Coaching, group coaching - NOT therapy or consulting - AGENDA is YOU and the group - CONFIDENTIALITY is parount - CHOICE is always present Coach's role - Create and maintain psychological safety - Ensure respect for all and in all discussions - Enforce time limits - Challenge perspectives - Hold accountable Your role - Prepare (complete learning modules, homework/actions committed to in sessions, keep a notebook) - Show up, Be present - Reflect deeply, Share authentically - Listen to learn (curious, without judgment) - Support others: no fixing, no 'piling on'	Post in chat: Your role - Prepare (complete learning modules, home-work/actions committed to in sessions, keep a notebook) - Show up - Be present - Reflect deeply - Share authentically - Listen to learn - Support others
12:27 10 min	Norms	<i>(ICF Competency: What Reach agreement about the guidelines and specific pareters of the coaching (e.g. confidentiality and inclusion of others)</i> Develop norms in group activity - What is the atmosphere you want to create together? - What will help this group flourish and thrive? - How do you want to be together if things get difficult in the group? - How do you want your coach to be with you? Thought Joggers - What behaviors or actions do you need from each other? - How will you know you have that? - What would you see, observe, or hear from one another? Inclusive Behaviors: - Include and seek input from all - Listen carefully to the person speaking until they feel understood - Understand each person's contribution - Ensure all voices are heard	
12:37 3 min	Tips for getting the most out of these sessions	Prepare for your sessions - Set up a single place to journal/capture notes - Complete your commitments/homework between sessions During the session - Listen to learn - Capture actions, reflections, and observations After the session - Capture any further reflections - Complete your commitments/actions you committed to	Post in chat: Your role - Prepare (complete learning modules, home-work/actions committed to in sessions, keep a notebook) - Show up - Be present - Reflect deeply - Share authentically - Listen to learn - Support others

GOAL SETTING

1:00 5 min	Envision the future	<i>(ICF Competency: What Partners with the group and relevant stakeholders to</i> - Establish an overall coaching plan and goals - identify or reconfirm what they want to accomplish in the session - define what the client/group believes they need to address or resolve to achieve what they want to accomplish - define or reconfirm measures of success for what the client/group wants to accomplish in the coaching engagement or individual session) It's 1 year from now. You've completed your learning journey and coaching, and it was a wild success! You put all of your new skills and tools into practice, and they are now deeply integrated into the way you show up as a leader. Take note of how this success feels in your body. Consider - What specific growth over the past year are you celebrating? - What specific actions did you take to achieve that growth? Capture - What specific growth over the past year are you celebrating? - What specific actions did you take to achieve that growth?
1:05 5 min	Set goals	- What specific actions or behaviors do you want to work on throughout this journey to achieve the success you are seeking? - What 2-3 development goals would contribute to your growth and success? - How will you know you are making progress? - What could get in your way/keep you from achieving each goal? How will you plan for that? - What resources or support will allow you to be most successful in your development plan?
1:10 25 min	Paired Interview followed by a few share-outs (or group share if group is small)	Ask/Share - What specific growth, at the end of our coaching sessions, are you hoping to celebrating? - What specific actions will you take to achieve that growth? - What's your most important goal? - How you will measure progress & celebrate - What resources or support do you want/need for success

END MODULE

1:35 5 min	Next steps (put in chat, a few verbal shares for large group... All share for small group.)	(ICF Competencies: Use tools and techniques such as powerful questioning, silence, metaphor or analogy with the group participants to - Evoke Awareness Facilitates insight and learning - Facilitates - Growth: Partners with the group coaching participants to transform learning and insight into action. Promotes client autonomy in the coaching process. - Principles of Diversity, Equity, Inclusion, and Belonging, create a sense of belonging and expedite psychological safety.) Skill building - What is the smallest, most immediate step you can take to-ward achieving your most important goal? - What actions will you take to prepare for our next group coaching session? Accountability - What do I need from this group for accountability? - My commitment to each of you is... Thought joggers - What intentions would you like to set? - What can you do between this session and the next to move toward your goals? - How do you want to show up for yourself? For others	What is the smallest, most immediate step you will take to strengthen your <TOPIC(s)> skills? What actions will you take to prepare for the next workshop? Next group coaching session? What do I need from this group for accountability? My commitment to each of you is... Group Discussion on the above
1:45 5 min	Gratitude and appreciation	What is your biggest a-ha, inspiration, or appreciation from today? What is something or someone you want to acknowledge? Thought joggers What made it an exciting or valuable experience? What was the energy? What was it about you that contributed to the experience? What ways did others contribute to the experience?	Post in chat: What is your biggest a-ha, inspiration, or appreciation from today? What is something or someone you want to acknowledge? Action Takeaway/acknowledgement
1:50 5 min	Share	- Biggest takeaway - Appreciation	Post in chat: Biggest takeaway Appreciation
1:55 2 min	Coming Up	- What's next in the learning journey - Our next meeting date	
Total length: 1h 56			

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5-10 min

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Introductions

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2 min

Pupose

Head and Heart

5-10 min

Expedite psych safety

12:17
10 min

Enroll (in group coaching)

(ICF Competency: What is, is not being offered, what is and what isn't appropriate and what is/isn't being offered, responsibilities)

12:27
10 min

Norms

(ICF Competency: What Reach agreement about the guidelines and specific parameters of the coaching (e.g. confidentiality and inclusion of others)

12:37
3 min

Tips for getting the most out of these sessions

GOAL SETTING

1:00
5 min

Envision the future

(ICF Competency: What Partners with the group and relevant stakeholders to

- 1. Establish an overall coaching plan and goals*
- 2. identify or reconfirm what they want to accomplish in the session*
- 3. define what the client/group believes they need to address or resolve to achieve what they want to accomplish*
- 4. define or reconfirm measures of success for what the client/group wants to accomplish in the coaching engagement or individual session)*

1:05
5 min

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1:10
25 min

Ask/Share

END MODULE

1:35
5 min

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All share for small group.)

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Evoke Awareness Facilitates insight and learning

Facilitates Growth: Partners with the group coaching participants to transform learning and insight into action. Promotes client autonomy in the coaching process.

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1:45
5 min

Gratitude and appreciation

1:50
5 min

Takeaway

1:55
2 min

Coming Up