

ACTIVITY1: ENROLLMENT COMM

Get Ready: Prepare for Your Inspired Leadership Group Coaching Sessions

Hello [participant], <your company> is further investing in your leadership development by providing you with group coaching. The coaching sessions provide support in sustaining and applying your learnings and new skills. The outcome of group coaching is to move you further toward mastering the skills and concepts.

What to Expect

- Integration and personal application: Group coaching will tap into your collective brilliance to integrate your new learnings more fully into your leadership behavior.
- Guidance from an expert coach: A Blanchard coach and your group of peers will support you to expand your thinking, deepen and leverage your learning. You and your peers will learn from each other, share best practices, and find ways to overcome challenges.
- Group Coaching Overview: Group coaching is all about your continued leadership development. Your coach is 100% devoted to empowering you to put your learning into action. Specifically, your coach will help you clarify your leadership development goals and partner with you to make significant progress towards them.
- Confidentiality: Rest assured that you will be in a safe space. Your coaching experience is not about “fixing.” It is about growing. Everything discussed in your coaching sessions is strictly confidential. Coaches do not evaluate the group nor share any observations with anyone outside your group. As a member of the group, you are also required to uphold confidentiality.
- What will the group sessions look like?: Group coaching happens in a small peer group of 8-10 people. In your first group coaching session, you will share the goals you drafted in your Activation session and further refine them if needed. Your coach, and your peers, will help you create action steps to meet your goals. In subsequent sessions, you will share your progress towards your goals. The group will want to hear about your successes and your challenges. Your coach will help you problem-solve creative ways to overcome and/or reframe obstacles. In your last session, you will wrap up your coaching experience and create a go-forward plan that you can share with your manager.

How to Prepare (Complete your training prior to attending)

The most critical thing is that you have completed your training. If you have not, at a minimum, please review the at-a-glance module. We will NOT spend time in this session covering training content. Sessions are for the group to reflect on and integrate the content presented in the training. (Out of respect for those who have completed theirs, if you need additional time to cover yours or have content questions, we will support you in taking them back to your training facilitator to address in future training sessions.)

Agree to participate in a manner that makes this experience impactful for everyone:

- **Commit:** Attend all sessions, without multitasking. Complete occasional, short assignments.
- **Confide:** Agree to strict confidentiality to help make this a safe space. What is shared in the group does not get shared outside of the group.
- **Contribute:** Dig deep to get to your real challenges and strive to get good at sharing your successes and challenges and receiving feedback from your peers.

Please check that you have received the calendar invitations for your Group Coaching sessions. These contain the link that you need to access the virtual room, where you meet your fellow participants and group coach. You will remain with this group and with me, your coach, for the duration of your Group Coaching engagement.,

I look forward to seeing you at our first session. Please reach out if you have any questions,