

The Grassroots Leadership Revolution

Glossary of Coaching Approaches

APPROACH

Group Coaching

DEFINITION

A collaborative approach to coaching often between a small group (6-10) of cross-functional leaders to address situational challenges and facilitate personal and professional development.

TYPICALLY USED

To support leadership development during times of growth. To build resilience and strengthen corporate culture after a merger or acquisition. To help new leaders quickly adapt to their roles. To build networks and create a climate of inclusion.

APPROACH

Team Coaching

DEFINITION

Facilitated coaching for individuals who are all aligned and headed to a shared purpose, goal or outcome. Typically team size is no more than 10 members.

TYPICALLY USED

To help build team dynamics. To improve team communication and collaboration. To get clear on team purpose. To accelerate team performance. To increase individual and collective understanding within a team.

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Group Mentoring

DEFINITION

A structured approach to development that matches senior in-house mentors and next-level or two level and below learners in a small group setting (3-5 people). Groups share collective development goals while working towards individual learning goals.

TYPICALLY USED

To facilitate knowledge transfer. To build the coaching and mentoring capability of senior leaders. To broaden views on talent within an organization. To help new leaders quickly adapt to their roles. To build networks and create a climate of inclusion.

APPROACH

1-to-1 Coaching

DEFINITION

Tailored leadership development by an external coach for senior executives, other leaders and high potentials.

TYPICALLY USED

To broaden leadership skills and change behaviours. To work on specific goals and challenges.

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APPROACH

1-to-1 Peer Coaching

DEFINITION

Two individuals getting together to discuss personal and professional challenges and issues.

TYPICALLY USED

To support just-in-time learning. To build coaching skills.

APPROACH

1-to-1 Mentoring

DEFINITION

An approach used to transfer knowledge and skills from one party (the mentor) to another party (the mentee). Can also include coaching and teaching as part of the process.

TYPICALLY USED

To build knowledge and skills in specific areas. To extend internal professional networks. To build coaching skills of mentors.