

Unleashing Collective Impact through Group Coaching



The Benefits of Coaching

Group Coaching

- Collaborative approach.
- Small group (6-10) of cross-functional leaders.
- Address situational challenges and facilitate personal and professional development.

When to use it?

- To enhance leadership capability and capacity.
- To build resilience and strengthen corporate culture after a merger
- To help new leaders quickly adapt to new roles, scope or complexity.
- To accelerate trust and create a climate of inclusion.

Individual Coaching

- Targeted leadership development.
- Addresses specific and targeted issues.
- Useful when development is time sensitive.

When to use it?

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

Team Coaching

- For teams who are all aligned and headed to a shared purpose.
- Ideal team size is no more than 10 members.
- Focuses on helping teams identify gaps and opportunities.

When to use it?

- To strengthen psychological safety.
- To improve team communication and collaboration.
- To clarify on team purpose and accelerate performance.
- To increase both individual and collective understanding.

The Power of Group Coaching

Drives Continuous Learning

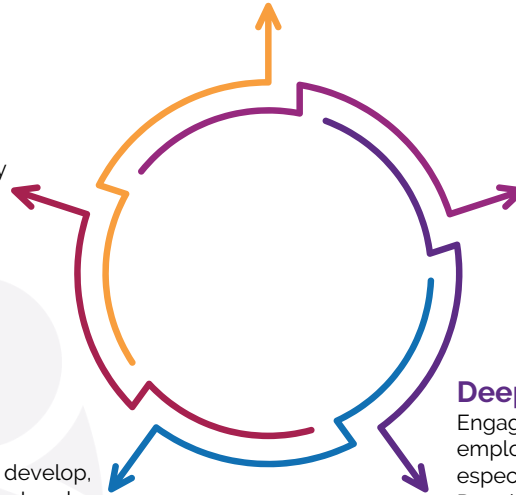
Empowering leaders to coach and learn from each other unlocks the "untapped wisdom" within organizations. By equipping them with the necessary tools, they not only share their experience but also enhance their leadership and coaching skills, fostering a culture of continuous learning and development.

Accelerates Collaboration

In the Age of Collaboration, leaders must engage with peers, break down silos, and share ideas to keep their organizations relevant. Peer learning and coaching communities foster curiosity and innovation by connecting leaders across functions, tapping into collective intelligence, and building resilience. These collaborative relationships are crucial for thriving in today's rapidly evolving business landscape.

Develops Soft Skills

Soft skills are essential but challenging to develop, especially in today's fast-paced workplace. Leaders need strong communication, collaboration, and coaching abilities. Group coaching provides leaders with the opportunity to practice these skills on a regular basis.



Offers Context

In a rapidly changing environment, external coaches often struggle to grasp an organization's context and culture. Peer groups within the organization offer leaders real-time opportunities to exchange ideas, adapt learning to their specific business context, and receive advice rooted in a deep understanding of the company's culture, values, and mission.

Deepens Engagement

Engagement, vital for all HR efforts, is key to giving employees a sense of purpose and belonging, especially in uncertain times. Traditional Learning and Development often falls short in helping employees connect with what drives them. Group coaching steps in to fill this gap, enabling leaders to share challenges, offer feedback, and deepen their sense of purpose, leading to more engaged and satisfied talent.

Challenges Group Coaching Solves

At The Roundtable, we typically see four common challenges that are ideally suited to the nature of group coaching. If you can answer 'yes' to any of the questions listed, group coaching may be a greater accelerator for your talent initiatives.

Transitions

- Do you need your "new to the organization" or recently promoted talent to navigate new expectations or quickly adapt to changes in scope and complexity?
- Do you need to help new leaders win the hearts and minds of their new team and build sustainable behaviours?

Rapid Grow

- Do you need to scale and perform, while building trust and rapidly onboarding new talent?
- Do you need your leaders to be aligned with your key strategic and cultural priorities in order to get teams to high performance quickly?

Supporting Diversity & Inclusion

- Do you need your diversity and inclusion strategy to take hold throughout the organization?
- Do you need to amplify the understanding around unconscious bias and cultivate sponsorship for marginalized groups of leaders?

Mergers & Acquisitions

- Do you need your leaders to shift their behaviour rapidly, while minimizing stress and uncertainty?
- Do you need to build trust, resilience and collaboration across the organization, resolve difficult restructuring issues or reduce employee turnover?

Learn more about our programs:

<https://goroundtable.com/about-us/>

Why Group Coaching Works

The research in neuroscience research on how humans learn tells us five key factors need to be in play in order to make learning and behaviour change stick:

Say it Out Loud: Verbalizing ideas during group coaching enhances memory retention.

Reflection: Group coaching links new insights to personal experiences for retention.

A-ha Moments: Insightful realizations during coaching create unforgettable, impactful changes.

Sharing Stories: Stories in coaching foster deep learning and behavior change.

Trust: A safe, trusted environment accelerates learning and leader development.

Group coaching programs address all 5 factors! Learn more:

<https://goroundtable.com/blog/understanding-group-coaching/>

6 Steps to Create a Strong Coaching Program

Step 1: Define Your Focus

Knowing what your objective is will then help you recruit the right people for your group coaching program and set the right focus. You may have more than one objective, but try to isolate the PRIMARY objective and then the supporting objectives.

- ✔ High potential development
- ✔ Culture change
- ✔ Merger/acquisition integration
- ✔ Developing a coaching culture
- ✔ Breaking down siloes
- ✔ Encouraging innovation
- ✔ Increasing collaboration
- ✔ Supporting diversity

Step 2: Select Your Audience

When it comes to assembling a strong peer group, think about stage of career, not title. For example:

✔ Early Career

What issues and challenges face professionals who are just beginning to carve out their career? Often, they are juggling young families, new marriages and high performance pressure at work. What else is on their radar?

✔ Mid-to-Late Career

People who are in the later 40's and 50's are often thinking about how to maximize their final career years. What else would be relevant to this group?

✔ Women Leader

Think of those unique challenges that women (or other minority groups) face, and how group coaching can help address them.

Key Group Coaching Considerations



Step 3: Commitment

Not everyone is interested in developing themselves and one of the biggest death knells to a group coaching experience is with people who don't want to be there.

- ✓ How will you vet your prospective members to ensure they want to learn and develop? An interview? An application?
- ✓ What's the mix of qualities that are most desirable for the success of your group? Listening skills? A self directed mentality? Candor?

Make a list.

Step 4: Reduce Tension and Encourage Vulnerability

Think about how to minimize situations where peers who work together, and could ultimately be competing for the same job, find themselves shoulder to shoulder.

As you assemble your peer group, ask yourself:

- ✓ Are the peer group members a good representation of cross-functional teams?
- ✓ Is there diversity within the group?
- ✓ Are there any group dynamics that could lead to conflict or a lack of trust?

Key Group Coaching Considerations

Step 5: Determine Size and Cadence

Decide on the size of your group and the frequency of your group sessions. The bigger the group size, the more time you will need to devote. The shorter the time frame, the smaller the group size needs to be.

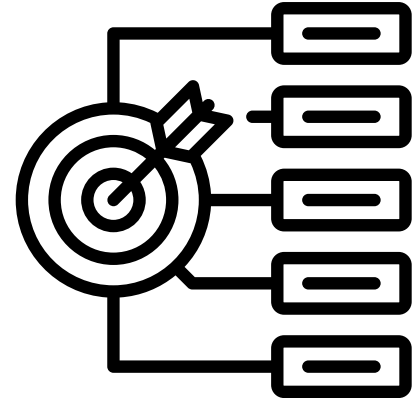
Often CEO groups of 15-20 will meet once a month for a half or full day session, while a Mastermind group of six people might meet for three hours once a month.

At the Roundtable, we facilitate groups of eight who meet every six weeks for three hours. Eight people offers a good diversity of thought and robust conversation, and six weeks provides you with time to integrate the learning back on the job.

Step 6: Define Your Metrics

Once you know what you're trying to achieve and who you want to be involved, it's time to set some specific metrics for your leaders. Which metrics will you monitor?

- ✓ Speed to promotion
- ✓ Reduction in reactive coaching spend
- ✓ Number of qualified candidates on your succession map
- ✓ Retention of key talent
- ✓ Reduction in involuntary turnover
- ✓ Ability to move talent across the organization
- ✓ Increase leader confidence and coaching capability
- ✓ Increase leader commitment and engagement to the organization



Top 3 Group Coaching Pitfalls to Avoid

1

Wrong People in the Room: The group coaching participants need to feel like they can talk to each other and not be penalized for points of view.

2

Lack of Executive Support: Senior leadership must be fully aligned and support this slow-drip “over time” coaching approach in order to reap the benefits that come with consistency and momentum.

3

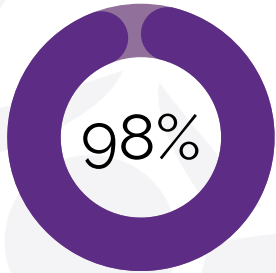
Inexperienced group coach: Group coaching is a complex skill. Make sure your coaches are adept at managing group dynamic and focus,

Check our more considerations when embarking into group coaching;

<https://goroundtable.com/blog/embracing-flexibility-cornerstone-of-modern-leadership>

Measuring Results

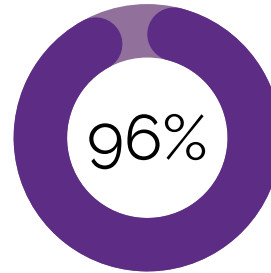
With close to two decades of delivering high impact group coaching programs, we've seen multiple benefits. Here's a sample of what participants say:



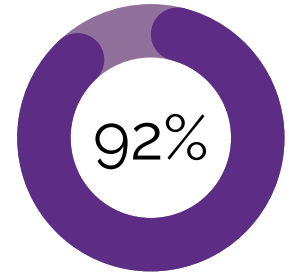
Increased self-awareness as a leader



Improved ability to lead and manage others



Improved coaching skills



Expanded my leadership toolkit

“ This program helped me to focus in on the areas that were really holding me back as a leader. Identifying a goal and breaking it down into small actionable items with gentle accountability. This has really helped to take my leadership journey to the next level. I've never felt so empowered as a leader and my new found confidence has changed the course of my career in ways I could not have imagined when I started this program. ”

Deanna Strazzella - Senior Director of Specialized Services, Community Living Toronto

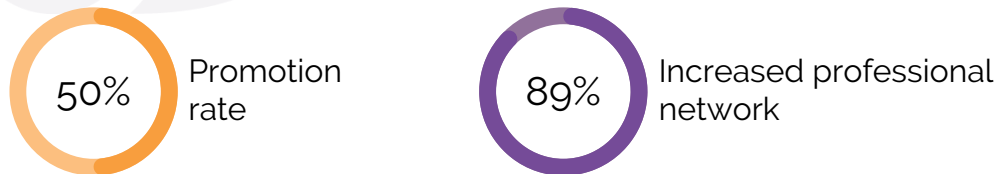
Measuring Results

Here are some ways our clients have measured results:

One of our CPG clients reported:



One of our clients in the retail industry achieved:





Interested in learning more about how you can leverage group coaching to support your leaders or build your own internal group coaching capability? Book your complimentary strategy call today!

Contact Liane Taylor:
ltaylor@goroundtable.com

Visit our website to learn more about our work:

<https://goroundtable.com/>

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