



WHOLE BRAIN® COACHING

Coaching GROW Model

ACTIVITY

Practitioner Guide

What is this Activity?



Introduction

Use this Whole Brain® Coaching GROW Model to help managers or any coach create a Whole Brain® agenda for coaching conversation.

Purpose

Using the Whole Brain® Coaching GROW model is intended to create a strong baseline for coaching employees based on their goals.

Learning Objective(s)

- To become familiar with the Whole Brain® Coaching GROW model
- To have participants use the Whole Brain® Coaching GROW model for greater understanding of where to begin a coaching conversation

NOTES

Quick Facts

Audience

- For all employees, or
- This can be for managers to learn how to do this activity with their employees

Group Size

- 1-1 or with a group 12-20

Module Length

- 1 hour – intended to have generative conversations around the activity

Introduction &
Agenda:
5 minutes

- For this session we will be looking at the Whole Brain® Coaching GROW model to have a guiding framework for coaching conversations.

Activity:
30-45 minutes

- Fill out the Whole Brain® Coaching GROW Model ‘Planning Your Conversation’.
- In pairs, use the GROW model to have a “coaching conversation” and then switch roles.
- The “Coach” should be asking the questions in order of a-b-d-c.
- Debrief as a large group.
- What were some key learnings in this activity?

Action:
5 minutes

- What actions might you take given what you learned in this session?

Wrap Up:
5 minutes

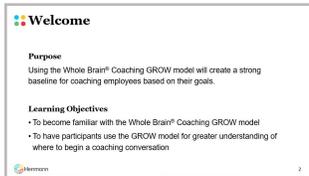
- Ask, “What is your biggest take-away (learning) from today’s session? OR ask for feedback about the session “what worked well? AND “what could we do differently next time?”

Accompanying Slides



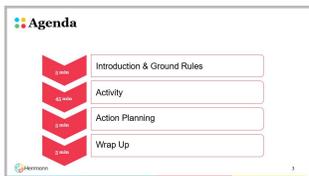
COVER SLIDE

You may use our cover slide with your logo included or create your own.



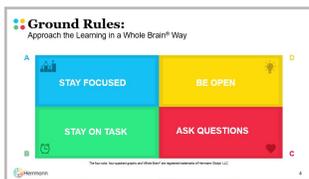
WELCOME

This slide includes the purpose and learning objectives.



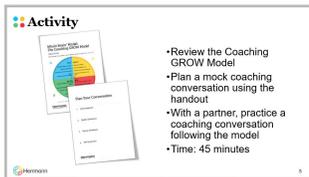
AGENDA

Edit the slide with your own agenda, or use our suggested time allotment.



GROUND RULES

Using a Whole Brain® Walkaround, your participants are encouraged to prepare themselves for the activity.



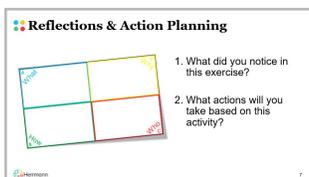
ACTIVITY

This slide outlines the Activity with screenshots of the worksheets from this Guide that you should print for each participant.



COACHING GROW MODEL

Display any of the 2 models in the PPT to help participants as they complete the exercise. These models are included in the worksheets.



REFLECTIONS & ACTION PLANNING

Use this slide to engage your participants in reflection and/or discussion.



WRAP UP

Ask your participants what they will take back to the office for immediate action.

Facilitation Tips

Communication

- Send proper communication to the participants at least one week ahead of the session.

Materials

- Provide a Whole Brain® Walkaround pad or the Notes worksheet in this booklet printed, along with pens, for reflection of the critical questions.
- Print a copy of the worksheet pages in this packet for each participant.

Create the Learning Environment

- Make sure the space is the right size for the group to spread out and there is the right audio and video connections.
- Bring all materials needed (worksheets).
- Know your audience – their HBDI® Profiles or their general preferences.

Recommended Resources for You

- US Naval Case study on using the HBDI® to improve mentorship communication (as it's related to one-on-one interactions).

Notes and Tips

- If you are doing this with a Managers group you can blend it with a short tutorial on Whole Brain® Communication and Listening.



Facilitation Tips

The Whole Brain® Coaching GROW Model includes a suggested order, following the acronym standing for:

- G = Goal (Blue)
- R = Reality (Green)
- O = Options (Yellow)
- W = Will (Red)

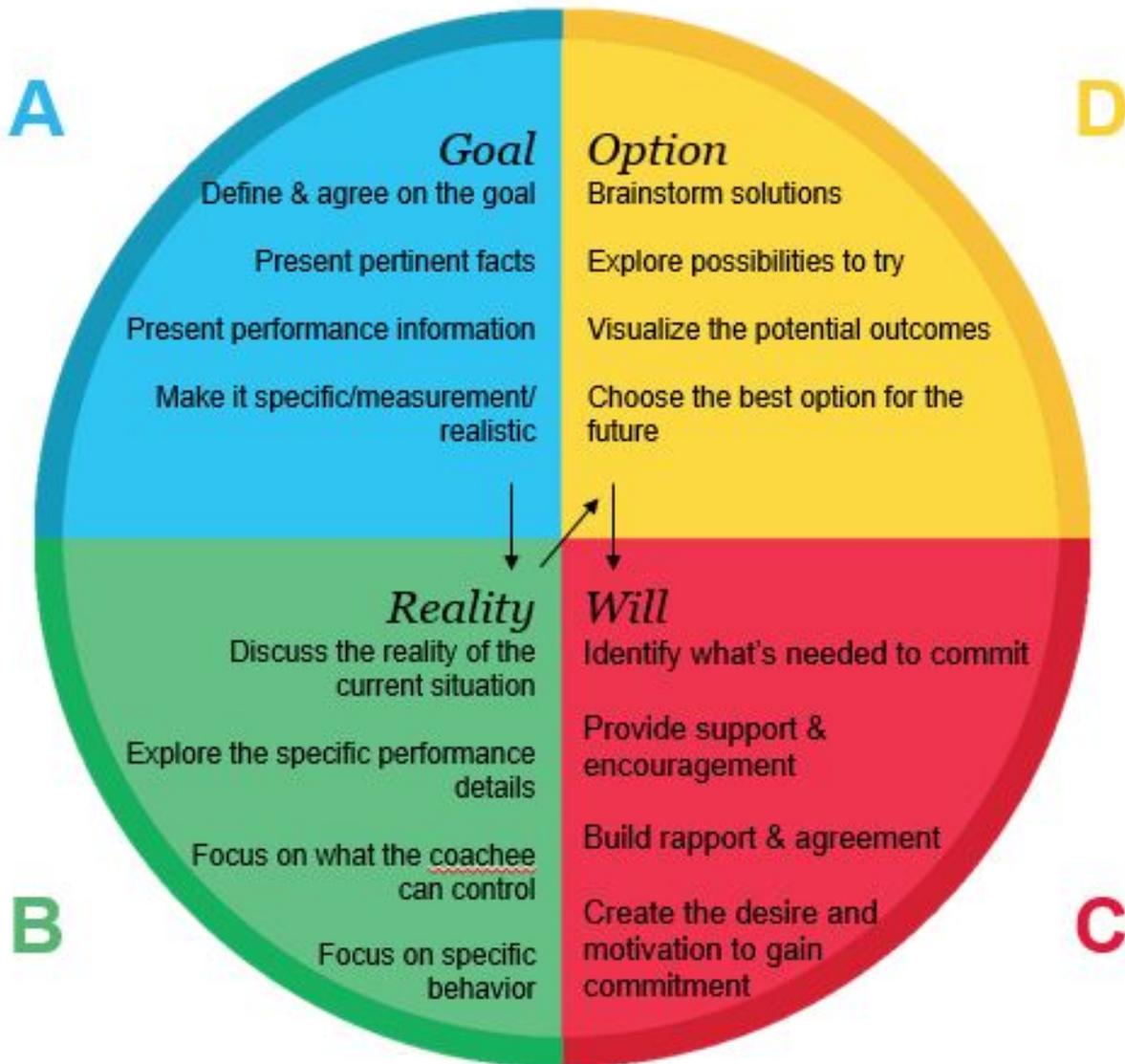
A useful metaphor for the Whole Brain® Coaching GROW model is the plan you might make for an important journey:

1. First, you start with the map—with this, you help your team member decide where they are going (their Goal). (BLUE)
2. Next, you establish where they are starting from (their current Reality). (GREEN)
3. Then you explore various ways (the Options) of making the journey. (YELLOW)
4. In the final step, establishing the Will, you ensure your team member is committed to making the journey and is prepared for the conditions and obstacles they may meet on their way. (RED)



Whole Brain® Coaching Grow Model

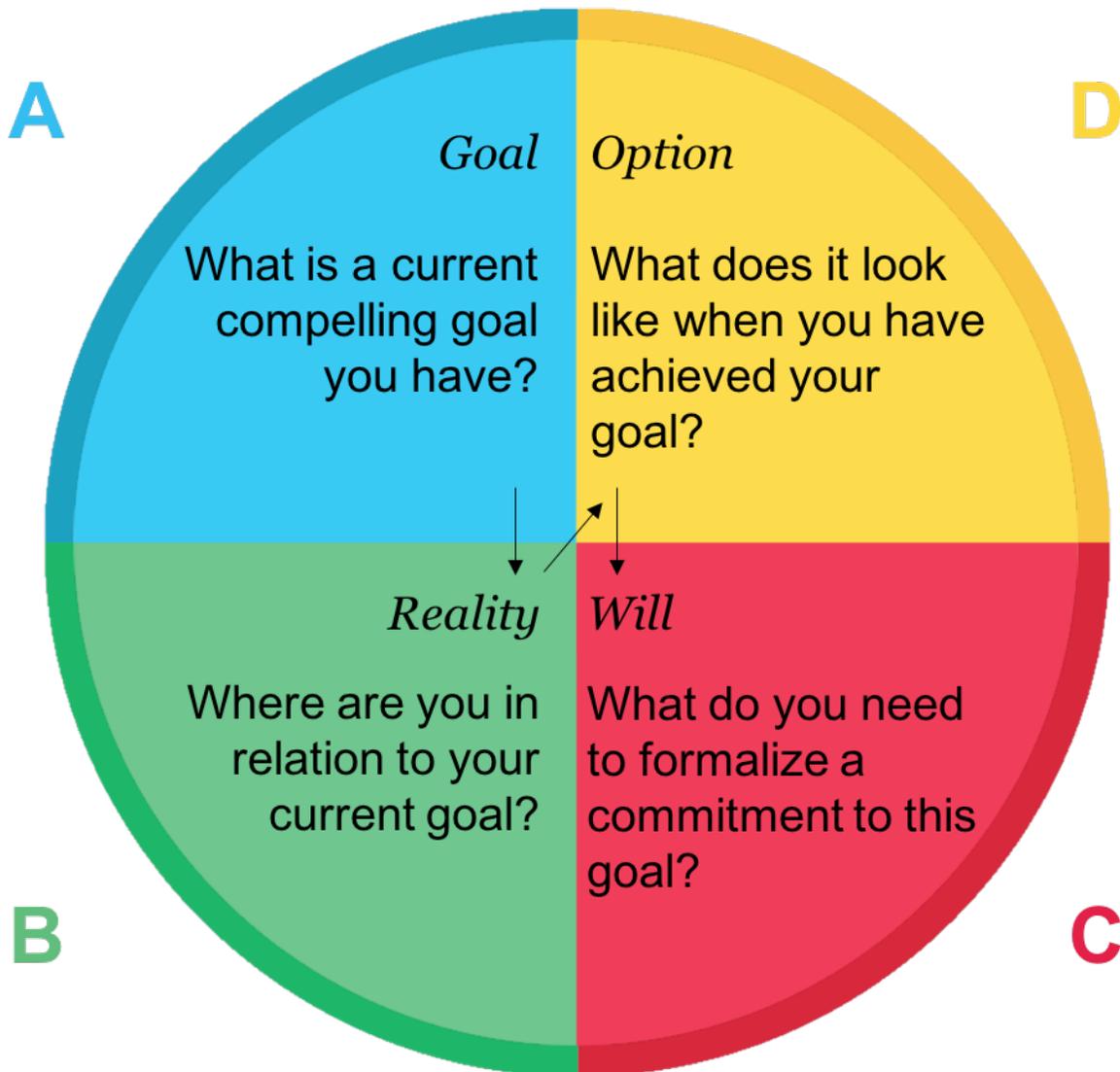
DIRECTIONS: Walk through the questions of the GROW model in order of A - B - D - C.



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Whole Brain® Coaching Grow Model

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Planning a Conversation

Jot down a few questions in each quadrant to build your coaching conversation.

1. Goal Questions

2. Reality Questions

3. Option Questions

4. Will Questions



Penny for Your Thoughts

Use this blank Whole Brain® Walkaround to organize your thoughts.

A WHAT?	WHY? D
B HOW?	WHO? C

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