Executive Learning

USING THE GROW MODEL OF COACHING AND MENTORING

The GROW Model is an action-oriented framework for structuring coaching and mentoring sessions. Listed below are suggestions for how it can be used in both individual and group coaching and mentoring sessions.

	Reflection with an individual	Reflection with a group (on a single issue)	Reflection with a group (on a specific theme)
Benefits of each approach	• Deep exploration of a single issue • Specific to the needs of the individual • Possible to dig deeper into a situation	• Participants learn from others' perspectives • Participants can develop their own coaching skills • Participants can develop a strong supportive network	• Participants learn from others' perspectives and challenges. • Participants can develop their own coaching skills • Participants can develop a strong supportive network
G **GOALS** **What do you want?**	• The individual establishes the goals they would like to achieve during the session • The mentor/coach supports the individual in achieving their goals	• Each participant will have dedicated "airtime"* • The participant with the dedicated airtime comes prepared with a goal they want to achieve during the session	• The group of participants selects a common theme and each participant shares their own goal as it relates to the chosen theme
R **REALITY** **What is happening now?**	• The individual shares their current situation (overview of the issue, constraints, challenges) with a mentor/coach • The mentor/coach can ask probing questions to get more insight into the reality the individual is facing	• The participant who has the dedicated airtime shares their current situation as it relates to their issue (overview of the issue, constraints, challenges) with the rest of the group • Other participants can ask probing questions to get more information	• Each participant shares their current situation as it relates to the theme (overview of the issue, constraints, challenges) with the rest of the group • Other participants can ask probing questions to get more information
O **OPTIONS** **What could you do?**	• Based on the goal and the reality, the individual will brainstorm and explore options to resolve their issue • A mentor can provide advice and coaches can ask probing questions to promote critical reflection	• Through open-ended questioning from the group, the participant with the airtime explores their issue in different ways	• Through open-ended questioning from all participants, each participant explores their issue in different ways
W **WILL** **What will you do?**	• The individual works with the coach/mentor to develop actions they will take to achieve their goals	• The participant with the airtime shares concrete actions they will take to achieve their goals	• Participants share concrete actions they will take to achieve their goals

*Airtime: a 60 to 90 minute session dedicated to one person's goals.

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POSSIBLE QUESTIONS AT EACH STEP IN THE GROW MODEL

GOALS	REALITY	OPTIONS	WILL
• What outcome do you want from this session? • Why is this important to you? • Is it realistic in the time we have available?	• What's happening to you now? • What steps have you already taken? • What are the obstacles in your way?	• What else could you do? • What are the pros and cons of this option? • How do you feel about each option?	• What option will you select? • What actions will you take to achieve your goal, and when? • How committed are you to these actions?

OPPORTUNITIES TO USE THE GROW MODEL

- Mentoring sessions
- Coaching sessions

- Performance reviews
- Difficult conversations

- Peer coaching circles
- Peer mentoring circles