

What is Group Coaching and Facilitation?

Group coaching - a small-group process throughout which there is the application of coaching principles for the purposes of personal or professional development, the achievement of goals, or greater self-awareness, along thematic or non-thematic lines. P. 6 *Effective Group Coaching* by Jennifer Britton

Group Coaching Described:

- Requires active interaction between participants
- Requires a small group (3-10)
- Takes place over time
- Has a learning focus directed by the participants, not the coach
- Involves some face-to-face engagement
- Learning groups require individual goals
- Team coaching has common learning goals

Group and Team Coaching: The Essential Guide by Christine Thornton

The Continuum of Group Processes

The application of group coaching skills will look differently depending on the situation. One helpful way to understand some of the differences is to compare group coaching to facilitation and training.



Group Coaching

Facilitation

Training

Has a foundation in core coaching competencies skills and approaches	Comes from the Latin word <i>facilis</i> which means “to make easy”	This would include workshops, seminars, retreats etc.
The agenda often comes from the group in group coaching. The group also informs and influences the exercises used.	A facilitator is a person who “has the role of helping participants to learn in an experiential group” It is not just about KSA’s but also about the group process	In its purest form, training focuses a learning experience where a participant acquires new knowledge, skills, and abilities (KSA’s)
There needs to be a theme for group coaching to be effective. There needs to be a tension between creating safety and providing challenge.	Ingrid Bens suggests that active listening, paraphrasing and feedback are at the center of facilitation. Facilitators will focus on four main areas or stages: 1)prepare for the facilitated session; 2)open the facilitated session; 3)manage the group interaction during the session and 4)conclude the facilitated session	Training can range from being participatory to being more like a lecture depending on the context