

Topic/Step  
Coaching

Pre-Instructional Strategy  
Overview

Objective

Identify five examples of how coaching can be a useful tool for personal growth in the organization.

Initial Presentation

At this point, learners are already familiar with different types of coaching. We will discuss how brief coaching (one-on-one and team) can be used in the organization. Learners will also learn about how coaching supports leadership development. Learners will discuss the basics of brief coaching and have the opportunity to volunteer for a coaching session. Everyone will observe and take notes on a coaching session based on previously defined guidelines.

Generative Strategy/Activity

Learners will observe a coaching session and take notes, then discuss their findings in groups of four to five and come up with a list of how coaching is a useful tool for leadership development.

Based on the products of the groupwork, a longer list will be created that includes all the points the learners came up with. Each learner will then be asked to identify five examples from the list of how coaching could be a useful tool for their own growth in the organization.

Test Item/Assessment

Learners will first make a list that shows how coaching is a useful tool for leadership development, and then each learner will choose five items from the list that best describe how it will benefit their personal growth.

Test item: creating lists, choosing items