

Group Coaching – Project Management follow-up

A proposal for discussion

Group coaching is an extension of one-to-one coaching, with the added benefits of:

1. Reflecting on shared experiences in a given area of personal or professional development
2. Exploring how to tackle associated challenges or make the most of opportunities for learning and development
3. Creating and deepening a supportive network with peers in the industry
4. Developing individual coaching skills for further self-coaching, and for supporting the development of colleagues and the wider network

This proposal focuses on how group coaching might develop additional skills for delegates who have attended RiverRhee's Introduction to Project Management course.

Potential topics

(Note. This is a starting list for discussion and can be added to or changed)

1. **Developing a growth mind-set.** Things happen! A client will change their mind at the last minute; your experiments will just not work out the way you want them to; the instruments you need break down or are not available; one of your colleagues lets you down at the last moment.

A growth mind-set is about recognising that things will go wrong, and it's about wanting to learn and develop in a way that will enable you to accept the challenges and deal with them better next time they happen.

This first module will introduce you to what a growth mind-set is and is not, and the coaching techniques that will enable you and your colleagues to embrace it and grow through this programme and beyond.

2. **Being your best self.** We are each unique: we bring our own values and strengths to everything that we do. Or do we? It can be difficult to find and to share our best authentic selves at work, and yet to do so brings so many benefits. Being our best selves contributes to our sense of wellbeing: an inner harmony and even joy. It enables us to give of our best in our interpersonal relationships with others, and in the quality of our work.

This module will help you to identify who your authentic self is, and how you can retain that sense of identity whilst still being able to flex and adapt to different situations at work.

3. **Building strong relationships.** The ability to build strong working relationships is a key skill in project management. It's what being able to communicate with and influence the members of your team, management in the wider organisation, your clients and your collaborating partners relies on.

This module will help you to explore the skills to build strong working relationships and how you could address the challenges that you are experiencing, whilst expanding on what is already working well.

4. **Resilience and emotional agility.** Resilience is about being able to move on quickly from setbacks. Emotional agility is about gaining a greater awareness of how you are responding to events, and being able to choose how you respond to those.

This module will give you the tools to develop greater awareness of your emotional responses, choose how you respond, and generally grow your confidence, help you to see possibilities and feel a little lighter.



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How group coaching works

Group coaching uses a 'training from the back of the room' approach.

The group coach provides a brief introduction to the topic for the session, supported by more detailed hand-outs. Group participants may also have been asked to complete pre-work or homework to support their preparation for the session.

Participants work in pairs or small groups to explore their own challenges, opportunities and share their insights using a peer-coaching approach. The group coaches (of which there are generally two) provide support to the break out groups as needed.

The whole group will gather periodically to share insights and feedback from the break-out sessions and generally reflect further.

Logistics

We will set up the logistics to suit your individual requirements. We anticipate conducting the group coaching over Zoom or a similar platform for the foreseeable future, using digital break-out rooms.

The length of the session is flexible, but we suggest that this be between 1 ½ to 2 hours depending on your specific objectives for these sessions.

RiverRhee's Elisabeth Goodman will be working with a selection of other qualified coaches to deliver this coaching.

We would suggest a maximum of 12 delegates.