

Advantages of Group Coaching

- **The Right Focus:** Training seminars can be the right choice for individuals who are just learning a new concept. However, when the core knowledge and skills are present and the leader wants to take these to the next level, coaching is a more effective approach. For a leader who is looking to change an ingrained behavior and find a substitute response to increase their effectiveness and results, coaching provides the deep personal exploration required to uncover the beliefs connected to the behavior.
- **Immediate Application:** Many leaders return from training and implement only a fraction of what was presented. This is often because the leader cannot make the connection between the concepts learned and the leader's actual work situation. Other times the leader returns from training and has no expected accountability to apply the learning and thus quickly refocuses on the latest urgent matter. With coaching, neither of these issues occurs. The action plan given by a coach is connected to group's real challenges. The leader will also begin implementing learned skills and behaviors immediately after the call and is held accountable to report progress at the next group coaching session.
- **Learning From Others:** Group coaching is the right choice for your introspective leaders who can gain even greater awareness through the experiences and observations of other leaders. As others share their challenges and successes, the group is either learning at the same time or reminded of actions they can continue to take to increase their success.
- **Productivity Savings:** Unlike training, coaching only takes the leader away from work an average of one hour every two weeks. A 3-day training program with a day on either end for travel results in a full week of lost productivity.
- **Results:** Our coaching is aligned to specific outcomes. Once the core sessions are completed, we follow-up with check in calls at 6 and at 12 weeks to ensure that changes have been sustained. This also gives an opportunity for minor adjustments to be made if needed to maximize results.
- **Cost Savings:** Our high caliber group coaching options are cheaper than the cost of travel and attendance to external training programs. There are also no long interruptions to the leader's flow of work meaning that the productivity of the leader and the savings is even greater than other development options.