

How to Leverage Group Coaching

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“If you want to go last go alone, if you want to go far go together” -African Proverb

Have you ever wanted to just do things alone because it feels easier? Learning something new, trying a new hobby or becoming a student can put us quickly in the headspace of “I’ll do it alone until I feel competent enough to do it in front of other people.” But what if doing that new thing in front of someone else sooner was the catalyst to faster learning and higher degrees of success in it?

At Novus Global, we see coaching as a way to invite someone else to listen to your thinking and help you find the upgrades to it sooner so you can accelerate your rate of success. When we can do that in a group setting, the value increases exponentially.

What’s the benefit of group coaching? In a group setting, you get to be on a call where the time is divided between your own coaching and coaching time for the other person(s) on the call. When you’re being coached it’s like being in the gym lifting mental weights; others get to observe your curiosity as you reconcile what’s working and what’s not in pursuit of your vision.

When you’re watching others, you get to sit back without exerting yourself and be inspired by the way they’re using the questions that the coach is asking them. It’s pretty comparable to being in a physical gym where watching others use different techniques is motivating! You can get outside of yourself and hear a conversation about someone else that you can absolutely relate to. You realize you aren’t alone and hear yourself differently because you get to hear it through someone else.

Here are a few of the ways you can create value through watching someone else's coaching time:

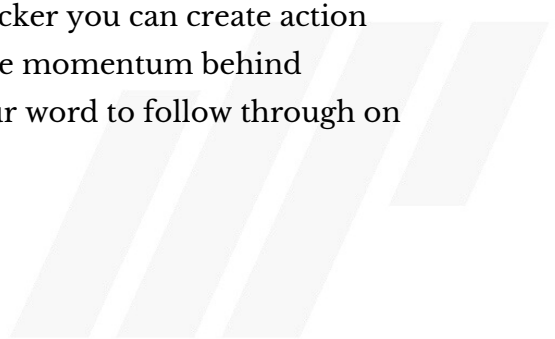
- Opening yourself up to multiple people's perspectives
- Creating energy from being with other people and hearing about what they're working on
- Seeing that other people are having similar conversations with themselves
- Sharing resources and networking with the other cohort members
- Plugging in to a community and charging up for the week
- Receiving the benefit of hearing content from the coach explained for other people in multiple scenarios
- Taking the insight gained from listening to others and putting it to action in your life.

How to Get The Most Out Of Your Group Coaching Experience

Watching other people make leaps towards what they initially thought was impossible or unlikely is so inspiring. Dividing the time up means that each person's coaching time will be maximized by going right into the most important conversation. Think of it like speed dating for your goals.

If we only have twenty minutes together, what is the absolute most important conversation for us to be having at this time? If only we could have such brevity and value in all meetings!

There are two resourceful questions to be asking to determine the answer to this question:

- What am I working towards? The clearer you are on the vision you're working towards, the easier it will be to make calculated moves towards it. It's like an archer getting as specific as possible on their target so they can increase the likelihood that they'll hit that point. Clarity on the target enables them to be more precisely aiming and shooting. This precise target for your coaching sets up a really quick, to the point, no-time-to-waste energy on your coaching time.
 - What is the most crucial gap between where I am currently and where I want to be? The more directly you can identify what these gaps are, the quicker you can create action steps to address them. Novus Global coaching combines the momentum behind powerful commitments and the integrity of leveraging your word to follow through on that commitment...
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Stepping into a powerful conversation around the gaps between where you currently are and where you want to be will likely be uncomfortable. Growth often is. As coaches, we've seen a dramatic correlation between a person's willingness to talk openly about their gaps without shame and the likelihood that they'll create commitments that actually address those gaps and create the change they've been looking for.

Avoiding Common Pitfalls

We've identified some tendencies people can fall into in the group coaching space. Being prepared to create value by avoiding them will be another way that you can step into creating maximum value for yourself during your coaching time.

Here are some habits to avoid on your coaching time:

- Story telling or spending time on updates for your coach
- Thinking you need to explain what you've done or how you're thinking for the benefit of your coach or those listening to your coaching time
- Being unclear on how you're using your coaching time
- Worrying about looking good in front of others (getting defensive or justifying your actions) - Letting time pass without stepping up to the plate when it's someone's turn to get coached. -Minutes wasted are time down the drain for all involved!
- Checking out during other people's coaching time
- Expecting the coach to deliver the value through content or teaching
- Conversations unrelated to your vision
- Using the time to create a plan vs using the time to create commitments to come up with a plan
- Being closed off to new ways of looking at a situation that you're currently sure you're right about

You can absolutely take on something new on your own. Put your head down and grind it out until it works. Consider group coaching as the rocket fuel to that strategy. Having a coach and others on a call to help you notice and upgrade the lenses through which you're looking at your current reality and the outcomes you're looking to create can make all the difference in your rate of success. What new choices and commitments are on the other side of a new lens? Through experiencing and being witness to powerful conversations, you will enter into the zone of possibility where the value that's created is up to you. The possibilities are endless and THAT is a beautiful thing. Let's get into the gym together!