

**CSTD/IFTDO World Conference  
Concurrent Session C4**

**Group Coaching: A Method to Support Organizational Performance**

**Date: Wed, October 21st, 2009**

**Time: 2:00-3:30**

*Jennifer Britton, MES, PCC, CPT, CHRP  
Maureen Clarke, MA, ACC*

**Activity 1  
What is Group Coaching?**

Unity  
Diversity  
Methodology & Results  
Impact & Discovery  
Reaching  
Performance & Collaboration  
Uncovering & Fitting Together  
Go with the Flow & Trust the Process  
Perceptions  
Freedom of Choice & Timing  
Learning for one another  
Fun!



**Activity 2  
Exploring Possibility**

*What are the possibilities for you in your organization to begin the process of introducing group coaching?  
What would the impact be?  
What functional areas would this be used in?  
How would you translate this into organizational performance?*

Begin a dialogue and establish best practices  
Overcome resistance to the new role  
Cultural differences  
How perceptions really are different  
Glue to link – cheap and cheerful to make it more meaningful  
Epitome of the learning organization  
Process consultation approach  
Sustainability  
“Survives” the change management process