



FREE TASTER

Free taster

Coaching Hub

A free sample from the hub: the GROW model, with a question bank for each stage and a reflection log for your practice

About 15 minutes to read, a coaching conversation of 20 to 45 minutes, and 10 minutes to reflect afterwards.

Name

Date

STARBUCK & ASSOCIATES

COACHING & LEADERSHIP DEVELOPMENT

WHAT THIS IS

Professional coaching tools in one place

The Coaching Hub brings together professional coaching models, frameworks and reflection tools for coaches, leaders, executives and Non-Executive Directors.

It is for anyone who coaches, formally or as part of leading. It helps when conversations drift, when you are not sure which question to ask next, when contracting or boundaries feel unclear, or when you want to reflect on your practice properly. The hub covers 9 topic areas, with about 9 learning hours of material.

What is inside

AREA	WHAT YOU GET
Core models	GROW, CAR, CLEAR and OSKAR, with guidance on when to use each.
Questions and listening	Question banks, listening exercises and The Power of Great Questions.
Contracting and ethics	Contracting, ethics and boundary templates.
Reflective practice	Reflective practice logs and supervision sheets.
Leadership and board contexts	Tools for coaching in leadership and board settings.
Systemic and team coaching	Tools for coaching teams and working with the wider system.
Coaching business and growth	Resources for building and growing a coaching practice.
Toolkits	The Executive Coach Toolkit and the Life Coaching Toolkit.

HOW TO USE THIS TASTER

Read the model and question bank on page 3. Use them in your next coaching conversation, then fill in the reflection log on page 4 soon afterwards, while it is fresh.

The GROW model

GROW is one of the most widely used coaching models. It was developed by Sir John Whitmore and colleagues, and gives a simple shape to a conversation: Goal, Reality, Options, Will.

It is a guide, not a script. Good coaches move back and forth between the stages, for example returning to the goal once the reality is clearer. The questions below are a starting point. Choose one or two, then listen.

STAGE	WHAT IT IS FOR	QUESTIONS TO TRY
Goal	Agreeing what the person wants, from the conversation and beyond it.	What would you like to leave with today? What would a good outcome look like? How will you know you have got there?
Reality	Exploring what is happening now, without rushing to solutions.	What is happening at the moment? What have you tried so far? What is in your control here? What are you not saying?
Options	Opening up possibilities before choosing.	What could you do? What else? What would you do if you knew it would work? Who could help?
Will	Turning an option into a commitment.	What will you do, and when? What might get in the way? How committed are you, out of ten? What would make it a ten?

EXAMPLE

Ben asks his manager for advice on a slipping project. Instead of giving an answer, she asks what he wants from the next 20 minutes. He says a plan for Friday's deadline.

In reality, it turns out one supplier is the real issue. Options include calling the supplier, asking for more time and reducing scope. Ben chooses to call the supplier that afternoon and to update his manager by Wednesday.

WORTH KNOWING

The stage people most often rush is Reality. If the options feel thin, go back and ask more about what is actually happening.

YOUR TURN

Practice reflection log

Complete this after a coaching conversation where you used GROW. Short notes are fine. The point is to notice, not to write an essay.

Exercise 1: How the conversation went

STAGE	WHAT HAPPENED	ONE THING I WOULD DO DIFFERENTLY
Goal		
Reality		
Options		
Will		

Exercise 2: Who did the thinking?

IN THIS CONVERSATION	MOSTLY ME	MORE ME	ABOUT EVEN	MORE THEM	MOSTLY THEM
Who did most of the talking	☐	☐	☐	☐	☐
Who came up with the options	☐	☐	☐	☐	☐

Exercise 3: Looking back

Which question made the biggest difference, and why?

What will I practise in my next coaching conversation?

Building your coaching practice

This taster gives you one model and one reflection tool. The full hub gives you 9 topic areas covering the models, questions, ethics and reflection that sit behind confident, professional coaching.

- 1 Strengthen the core.**
Work with GROW, CAR, CLEAR and OSKAR, and learn when each one fits.
- 2 Ask better questions.**
Use the question banks, listening exercises and The Power of Great Questions.
- 3 Set it up well.**
Use the contracting, ethics and boundary templates at the start of each engagement.
- 4 Reflect and review.**
Keep reflective practice logs and use the supervision sheets to prepare for supervision.
- 5 Widen your range.**
Explore coaching in leadership and board contexts, systemic and team coaching, and the Executive Coach and Life Coaching Toolkits.
- 6 Grow your practice.**
Use the coaching business and growth resources if you coach independently.

Who gets most from it

- Coaches building or refreshing their professional practice
- Leaders and executives who coach their teams
- NEDs and senior leaders coaching in board contexts

HOW PEOPLE USE IT

Many coaches pick one model or template to use in their next few sessions, then reflect on it with the practice logs. Leaders often start with the question banks and GROW in their one to ones.

What I am going to do

Two or three small changes that you actually make will do more than a long list you never start.

My three actions

WHAT I WILL DO	WHEN	WHO I WILL TELL

Coming back to this

Put a date in your diary about a month from now and answer these three questions.

What has changed since I did this taster?

What did I not get to, and what got in the way?

What am I carrying forward?

READY FOR THE FULL HUB?

Coaching Hub

Professional coaching models, question banks, contracting and ethics templates, and reflection tools for coaches, leaders, executives and NEDs, across 9 topic areas.

£149 per person, per year, inc. VAT

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