Coaching practice pods

A place to practise, get feedback
and learn with other coaches

In Practice

About this guide

This guide is intended to help you get the best out of Coaching Practice Pods, in particular the triad practice.

You can expect each session to involve:

- **A brief welcome and overview in plenary**, to set expectations together and get grounded before going into practice pods.
- **Spending the majority of the session in breakout rooms of 3**, practising coaching, as described in this guide.
- **Opportunity to reflect on your insights** from the practice individually, and sharing learnings as a group.

You may find it helpful to have this guide for reference during the session.

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Group agreement

In joining a Coaching Practice Pod you are commiting to:

1. **Coaching ethics & confidentiality:** Don't share anything from breakout groups outside of them. You may talk generally about themes or differences that came up, and feedback or reflections on your own coaching, but please respect the privacy of your Fellow coaches.
2. **Own your experience:** This is your time to get what you want for your own development - if there's something you need from your group, ask for it. Breakouts aren't facilitated, you are invited to keep time and co-facilitate the practice and feedback.
3. **Be in service of each others' development:** Everyone joins these sessions to learn - support each other in that by bringing a real topic to be coached on and offering feedback that aims to support learning.

Format for triad practice

Timings

- Introductions & agree roles: 3 mins (keep it brief!)
- Three rounds of coaching: 20 mins + 7 mins feedback

Three roles for each round of coaching:

1. Coach
2. Coachee
3. Observer

Everyone does each role once

Tips for triad practice

Introductions & getting started

You have 3 mins to get settled in the breakout before starting coaching.

Use this time to:

- Briefly say “hello” and share anything important for your group to know, to help you get the best out of the session..
- Let your group know if there’s something you need to feel safe & able to fully participate in the breakout space.
- Agree who will play each role first.

Since there isn’t time to get to know each other beyond the basics, feel free to share links or contact details if you want to connect outside of the session.

Tips for triad practice

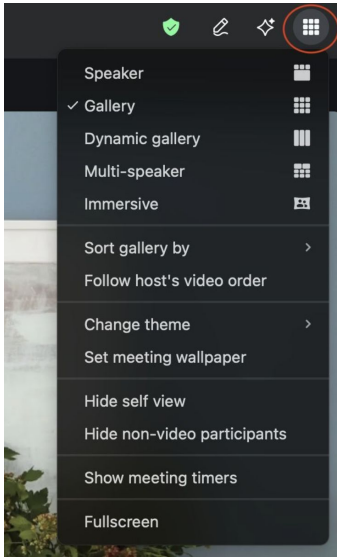
Change-overs

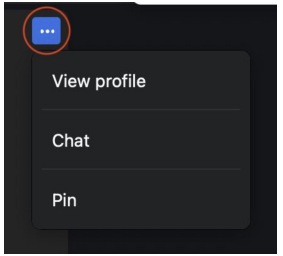
It can feel abrupt to go from coaching to being coached or vice-versa. You might find it helpful to mark the transition between each session.

For example, you could:

- All switch cameras off for a moment, coming back when ready
- Take a few deep breaths / have a shake / something else

Tips for triad practice





Zoom view

You can choose your Zoom view using your own settings:

- Click on the grid in the top right of your Zoom window to set your overall view (Tip: Selecting “Hide non-video participants” can hide observers if you find it distracting to have their window visible).
- Click on the three dots in the top right of another person’s video window to “pin” them i.e. make their video the focus on your screen (Tip: You can pin multiple videos, e.g. if you want to see yourself and your coach or coachee side-by-side).

You can find more detailed instructions on the Zoom website.

Tips for coaching

Coaches:

- Before you start, let your group know what you are looking for from the feedback, for example:
  - Do you want feedback on a specific aspect of your coaching?
  - How would you like your feedback today(1-5)?
    1 = be gentle with me, I'm here to build confidence.
    5 = I'm feeling robust and looking for challenge!
- Agree with your coachee whether to have cameras on of off.
- Partner with / be led by your coachee; your role is to help raise their awareness, not offer advice or solutions.
- Close the session suitably within 20 minutes.

Tips for being coached & observing

Coachees

- Come to the session ready to be coached, with a real topic in mind that matters to you - and a reasonable expectation of the progress that can be made in 20 minutes.
- If your coaching hasn't ended when the observer comes on camera, feel free to close the conversation.

Observers

- Have your camera & mic off during the coaching.
- Keep an eye on time for the coaching & feedback, step in and keep things moving if needed to give everyone full chance to coach and receive feedback.

Feedback process

Share feedback in the following order:

1. Coach (self-reflection)
2. Coachee
3. Observer shares their feedback last

Approx. 2 mins each - focus on quality over quantity!

Tips for receiving feedback:

- Feedback is one person's perspective, not objective fact.
- This is not feedback on *you* or *your coaching* - it is feedback about what the person noticed in this specific session.
- Feedback is useful information that we can choose if and how to use.

Feedback sentence stems

You may find these sentence stems useful for offering feedback to others:

Celebrate strengths:

- Something I admire about your coaching is...
- What stood out to me in that session was.....

Share observations:

- When you....., I noticed the coachee.....
- What I sense about you as a coach from watching this session is....

Offer suggestions (with permission):

- Something you might consider doing more / less of is....
- Something I have seen work well [in x situation], is.....

After the session

- While there is some time for reflecting in the session, you may wish to take some additional time to think more about what you learned and how you'd like to take this forward in your coaching.

- Coaching, being coached and witnessing others in a short time can bring up all sorts of things for us. You may find it helpful to keep some time clear after sessions in case you need to decompress.

- If you would like to debrief anything that comes up for you in the session, please reach out to me by email at natalie@inpractice.space, or WhatsApp on +44 7719 772 744.

In Practice



Hi, I'm Natalie...

I'm an ICF coach, coach trainer, supervisor, and mentor coach. I believe that, as coaches, we deserve the same care, support, and intentional challenge we offer our clients. That's why I set up In Practice, to support coaches to look honestly at your coaching, refine your own approach, and grow your confidence.

Find out more:

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