

## Jennifer Britton

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**From:** Jennifer Britton - Group Coaching Essentials [info@potentialsrealized.com]  
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**To:** potentialsreal@primus.ca  
**Subject:** Group Coaching Nuggets - May 07

# Group Program Nuggets

## Tools and Resources for Your Group Programs

May 2007

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Dear Jennifer,

Welcome back to the Group Coaching Nuggets - a newsletter for coaches, facilitators and trainers. How did your 30 Day Challenge in April go?

This month's article is on building accountability structures into your group programs to keep participant's learning alive. As well, I'll be letting you know where I will be virtually and in person over the next month or so, including the ASTD Conference in Atlanta in June.

Many of you are now moving into a busy part of the year with group programs, workshops and retreats. I hope that you will continue to pick up some useful tips at the [Group Coaching Ins and Outs blog](#). I am also now starting to post articles to EzineArticles.com and would invite you to read **Corporate Retreats: 6 Essential Design Principles** [here](#). I would welcome your feedback and any questions you might have -- feel free to contact me at [jennifer@potentialsrealized.com](mailto:jennifer@potentialsrealized.com)

Jennifer Britton, CPT, CHRP, CPCC | Potentials Realized

<http://www.groupcoachingessentials.com> |  
<http://www.potentialsrealized.com>

### Group Facilitation Tip

#### Building In Accountability Structures

How do you create accountability structures into your

group programs? Two of the gifts that coaching gives us are deepening the learning and forwarding the action. Just as in individual coaching, we have a number of tools to forward participant's learning. The same principle works in group coaching. To enhance accountability structures in your programs, consider incorporating the following:

\* **Homework between sessions** -- this can be one piece of homework for the entire group, or you can have participants individually identify their own homework for the time between the sessions. If you are only running a one-off session, you may want to consider pre-course work, or a follow-up group or individual call with participants to check in with them.

\* **Create a structure for Action Planning:** Build time into the last section of your group coaching program for action planning - have participants identify one or more things that they are going to do as a result of the session. It may be useful to share with them the SMART Goals framework, and have them identify resource needed to accomplish this, timelines, and any other support structures.

The weekly action plans can be shared as part of the weekly closure as a group, or participants can be paired off with an accountability partner.

Spend time at the start of the next session checking in with the group to see how their homework was achieved. What did they do? What did they learn? What challenges are showing up?

\* **Create learning or accountability partners within the group.** Having participants buddy up throughout the program can be a very powerful process. Buddies can check in between sessions as well as work together during the program itself. With larger groups, triad groupings, rather than dyads, can also work.

\* **Create a Hybrid Coaching program:** In several of my programs I offer a hybrid program of group coaching sessions twice a month interspersed with individual coaching once a month with each participant. Feedback from participants is that they really enjoy the combination of group and individual sessions each month.

What ideas do you have about creating accountability structures within your programs? What's worked well? What hasn't? What is one accountability structure you will incorporate into your next program?

[For other tips, tools and articles, visit our blog;](#)

### **Hope to See You If You're in the Neighbourhood**

May and June are shaping up to be busy months for me with presentations and speaking engagements. If you are in the neighbourhood, I hope that you will drop by to see me.

On May 1st, I was part of a panel discussion speaking on **Team Coaching** for the Relationship SIG with the International Coach Federation. I joined Phil Sandahl, Co-Active Coaching Co-Author and Principal of Team Coaching International, along with Kathy Hay of Integra Leadership, for a rich discussion on tips for Team Coaching, what brought us to it and marketing. If you were on the call, I'd love to hear what nuggets you've taken away for your work.

From June 4 - 6th I will be in Atlanta facilitating three Learning Labs at the [ASTD 2007 International Conference](#). These learning labs will be specifically for Coaches, designed to deepen your conference learning experience. I will be facilitating one Learning Lab each day - details will be in your delegate tote bag. If you are planning to attend the ASTD Conference, I'd love to hear from you and meet up with you in person.

From June 13 - 14th I will be the Course Leader for the **2nd Annual Leadership Skills for Administrative Professionals Conference**, hosted by Federated Press here in Toronto. For more details about this program, click [here](#).

We will soon be making the trek northward for the summer months, and I will be based out of my northern office in Muskoka for the better part of the week. Phone and contact details will still remain the same. If you plan to be in the Muskoka area in the summer months, let me know -- I'd love to catch up!

### **Upcoming Spring and Summer programs**

If you are looking for some quick tips, tools and refreshers, join me for the 1.5 hour **"Tips and Tools for Your Workshop or Retreat"** teleseminar on **Friday May 4th from 12 - 1:30 pm (EST)**. During this hour and a half teleseminar we will cover 9 tips and tools for your programs - covering marketing, development and implementation tips. You also receive a workbook to help you with program development. Reserve your space for only \$39 by emailing me at [jennifer@potentialsrealized.com](mailto:jennifer@potentialsrealized.com).

May's Group Coaching Essentials program will start on May

16th (**Wednesdays 12 - 1:15 pm EST**), with calls held **May 16, 23, 30, June 20** and a follow up call in August. The **Group Coaching Essentials** program is designed to support you in the *development, implementation and marketing of your own group coaching program* (whether it is by phone or in person). The program includes:

- 5 x 75 minute teleseminars (recorded if needed)
- a 70 page Manual (delivered in weekly modules)
- 1-1 pre and post course discussions
- Individualized support from me as needed throughout the course

The program is limited to 8 coaches per session. The cost of the program is \$225. For more information about the program, please click [here](#). The next date that this program will be offered is mid-July (Tuesdays 10:30 - 11:45 am EST: starting July 17/07).

By popular demand, the **Group Program Creativity Virtual Retreat** will be held again on Thursday **May 10th from 10 - 4 pm EST**. This program is for those who are looking to carve out some quiet, creative space for themselves to focus on their program development or marketing. We will spend the day focusing on the development of our own programs, meeting for 15 minutes of each hour as a group, with the other 45 minutes dedicated to our own "retreat" with our program ideas. The cost for this program is \$97 US and also includes an individual coaching session with me. For more information, [click here](#).

I hope that you will consider joining me! To reserve your spot for any of these programs please email me at [jennifer@potentialsrealized.com](mailto:jennifer@potentialsrealized.com) or call toll free 1- 866-217-1960.

**[Download a registration form for these upcoming programs](#)**

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As always, I hope that you have enjoyed this month's newsletter -- please feel free to send me your comments and also to forward this ezine to others you know who might benefit from the information.

I will be completing my own training in the Organization and Relationship Systems Coaching model on the weekend of May 18-20th and am looking to coach a relationship, business partnership, or facilitation partnership by phone the evening of the 18th or 19th. If you are interested in having a complimentary 45 minute coaching session with your partner (romantic or business) on either of those evenings, please

contact me.

**Warmest regards,**

Jennifer Britton, CPCC, CHRP, CPT  
Potentials Realized

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Email: [info@potentialsrealized.com](mailto:info@potentialsrealized.com)  
Phone: 416-491-9680 | Toll Free: 1-866-217-1960  
Web: <http://www.groupcoachingessentials.com>

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