



MODULE 3: EMPOWERMENT THROUGH G.R.O.W.

You have impact! It's time to position you as a coach so you can empower employees, provide guidance, AND gain credibility as a formal leader

In the video lesson, we shared 3 different examples where empowerment coaching could be valuable. What employee performance situations that you are currently dealing with that might be candidates for coaching.

EXERCISE: Take notes on each step of GROW in the blocks below. Then, identify some questions that you can use for each step to help coach your employee.

Topic 3: Empowering Employees

G

R

O

W

Goal:

What do you want?

Reality:

What's the situation?

Options:

What can be done?

Way

Forward:

What will be done?

NOTES: GOAL	NOTES: REALITY	NOTES: OPTIONS	NOTES: WAY FORWARD
QUESTIONS I CAN ASK	QUESTIONS I CAN ASK	QUESTIONS I CAN ASK	QUESTIONS I CAN ASK

PREPARE FOR A GROW COACHING EXPERIENCE: Identify a situation that we can use for practice during our 1:1 coaching call.

Situation:

Using the 4 steps, write down how you would start the conversation, what questions you would ask, and how you would end the conversation.

OPENING CONVERSATION

GROW QUESTIONS

CLOSING CONVERSATION