COACHING TRIADS

At the Grief Coach Academy we are always striving to add value and service for our students. We have a new program called Coaching Triads which will benefit you. The best way to become a great coach is to practice coaching, ideally with many different clients and different situations.

A number of faculty and mastery students have agreed to be part of a three-way phone call with you and another GCA student (it could be your peer coach or your peer client or another GCA student). By having 3 coaches on the line, one person is coaching, one is being coached, and a third is a neutral observer, able to give great feedback.

The host of the call will allocate the coaching time as would best serve everyone in that Triad that day. It could be that the entire time will be spent with you coaching a client, and then getting feedback. It could also be that each person coaches 1/3 of the time, and then gets feedback. Or 2 people may coach, and then get feedback. The purpose of the Triads is to help you get feedback. It also gives you an additional opportunity to get coaching hours, helps when you can’t connect with your assigned peer coach or peer client, and gives you additional practice. Everyone learns more rapidly.

Being part of a Triad is voluntary. The hours will count towards coaching or being coached, as appropriate. You can get all or none of your required peer coaching hours for certification through the Triad coaching. To become a certified From Heartbreak to Happiness® coach, you need a minimum of 20 hours as coach, 20 hours as client. It is highly recommended that you get far more hours of coaching. (When you’re ready to schedule your exam, you can do that here: http://griefcoachacademy.com/exam/) To become a Master certified From Heartbreak to Happiness® coach, you need 100 hours of coaching and leadership.

If you wish to initiate a Triad, contact one of the Triad host coaches, and let them know you would like to reserve time for a Triad. Updated details of available Triad hosts and available times will be posted online on: http://www.aurorawinter.com/GCAContact.htm

Set an appointment when you, another GCA student, and the host coach can all be on the line at the same time. If you or your coaching client cannot keep the appointment, please notify the Triad host at least 24 hours ahead of time. The Triad host will have a free conference call number that everyone will use at the appointed time.

It is strongly recommended that you practice the coaching methods that Aurora taught in the last 2 training calls, so it is fresh in your mind, and in everyone’s mind. If you’d like to practice another coaching process, please let everyone involved in the Triad know your request in advance, and make sure all 3 of you are familiar with that particular coaching process.
When giving feedback, follow this process, in this order:

1. THE COACH:
   Let the coach share what stood out to them – what they thought they could improve for next time, what they thought they did well.

2. THE CLIENT
   Then let the person who received the coaching share their experience. Use the “sandwich” method – start with the positive, sandwich in the middle your suggestions for what they could improve next time, and finally end with your biggest takeaway or value received from their coaching.

3. THE WITNESS
   Finally, the witness can share anything that wasn’t already covered. Specifically notice if the coach was giving level 1, 2 or 3 of listening. Let your feedback be kind but accurate. (Not ruthlessly accurate, not wishy-washy “kind” compliments without truth, which is very unkind, as it robs the coach of the feedback and growth.) Own your point-of-view. “In my experience” or “It seemed to me that…” Again, use the sandwich technique, so you start positive and end positive.

For each hour coaching in a Triad, you will receive one hour of coaching credit (either coaching or being coached or ½ and ½, as the case may be). The Triad host will get 1 hour credit for the 1 hour call (allocated as appropriate to coaching, being coached, or leadership), plus an extra ½ hour leadership for demonstrating leadership skills through hosting the call.

We hope you enjoy the new Triad coaching! This is in the “beta test” phase, so we look forward to your comments to improve and streamline the Triads.

Dedicated to your excellence!

Aurora & the GCA Team
www.GriefCoachAcademy.com