Growing Sailors to be More “Coach-Like”

**Step 1: Setting the Foundation**
- Define coaching
- Define coaching roles
- Show how coaching is different from other developmental conversations

**Step 2: Creating the Partnership**
- Establishes and builds trust
- Creates a positive environment
- Removes distractions
- Creates a coaching presence

**Step 3: Communicating Effectively**
- Uses Active Listening
- Uses Empathy
- Asks Powerful Questions
- Uses the GROW Model*
- Encourages bi-directional feedback

**Step 4: Driving Results and Accountability**
- Peer-to-Peer Coaching
- Individual Development Plan
- Monitors progress / growth
- Reflects on progress to date
- Provides ongoing support

*Permission to use GROW Model granted by estate of Sir John Whitmore and Performance Consultants International