

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

UNCLASSIFIED

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