

## *Using Covenants in the Multiply Coaching Cohorts*

### **A Tip for Coaches**

Expectations exist in almost every group experience in which people are involved, irrespective of whether they have been formally articulated, or informal in nature. These expectations are often assumed but never the less they are very powerful! Any if they remain un-articulated in some form they give rise to variations of expectations, which can in turn result in tension or conflict in such groups.

It is therefore encouraged that time be allowed early in the Multiply Coaching Cohorts to discuss these expectations. Each group can determine for themselves whether these covenants be formed as a simple written covenant, such as dot point list, or whether it remains as an informal (unwritten but discussed) group agreement.

### **Possible Elements in a Coaching Cohort Covenant**

There are no prescribed elements for such a covenant but some of the common elements may well include;

- The nature of and boundaries for confidentiality.
- Expectations around participation in group sessions.
- Willingness to be engage in “voluntary accountability”.
- The expectation of a non-judgmental approach by group members.
- Equity regarding the time allocated to each group member.
- Any expectations around additional support from the coach or group.
- Any expectations that might come from the Multiply organising group, as part of the Multiply Process.

If any further information would be helpful please feel free to discuss this with Pete Davies. 0498 738 407 or [petedavies@outlook.com.au](mailto:petedavies@outlook.com.au)