

Multiply Coaching Principles

Purpose

Multiply Coaches will seek to facilitate a small group experience which helps participants to be fruitful in Multiplying Disciples, Leaders, and Churches. This will be conducted in small coaching cohorts, or communities, by developing specific action steps towards those Multiplication goals, in an atmosphere of voluntary accountability.

Group Coaches

Will probably use a hybrid mix of coaching and mentoring skills.

Life Coaching Principles

Life coaching does not require the coach to be an expert in, or even experienced in, the field in which the coachee is involved. This is because **Life Coaching is a client-oriented process** believing that the Coachee plus the Holy Spirit have all that is needed to move forward toward seeing their goals become realities. Whereas **Sport Coaching is much more directive** and tells or instructs the people being coached as to what is expected.

It is possible that the group coaches may well have some experience in the areas that the participants are hoping to develop. **Avoiding advice giving** in these circumstances would be advised. By the coach not needing previous experience this actually opens the possibility for the coach to encourage and support participants that might be trying something innovative, or previously un-tried.

Normally, Life Coaching is **not a relationship** where the coach is in a position **of authority** over the person being coached. Multiply Group Coaching will be that type of relationship.

Coaching uses questions to help participants discover and clarify their goals. By allowing participants to discover for themselves their goals and action steps, helps to stop forming a dependency on the “coach” to have the answers for them. The use of “open” rather than “closed” questions is encouraged. Developing a small list of helpful questions that the group comes to expect to answer might be helpful.

The G.R.O.W. model (Goal – Reality – Options – Will Do) is probably helpful to understand but it is unlikely that time in the groups will allow each person to go through their own GROW process each time the group meets.

“Voluntary accountability” is a key part of Life Coaching. Participants would be encouraged to set their own action steps, and then either the coach, or the group itself, can provide an accountability framework. I would imagine this will be a key aspect of these coaching groups.

Coaching a group, as opposed to an individual, **has some significant challenges**. Especially in managing a variety of different personality types found within the same group. Good Small Group leadership skills are helpful. Ensuring each participants gets an equal opportunity for input, comment, and development will be important. So, time management is likely to be required. And making sure that other group members don’t indulge in advice giving, or even worse becoming judgmental, towards other participants, or the actions they intend to take.

Other Aspects?