

The Power and Value of Group Coaching

Background

Group coaching is one way that you can access a coach and learn from other people if you're not able to afford 1 on 1 coaching right away.

A group of neurodiverse professionals wanted to gain an edge over their competition and deal with some fatigue they were experiencing during the economic downturn. They had busy schedules, loved learning, and were looking for accountability that went beyond a call with a punch list and little engagement.

Challenge

Finding a time that everyone could meet was the first issue. The next challenge was to help everyone feel comfortable to open up to the group— creating a virtual space where people felt they could trust each other quickly and connect personally. We needed to enable each person to gain valuable insight about themselves and to help others see things in their blind spots. Another challenge was to increase each member's knowledge and communication about equity, diversity, and inclusion. And finally, we needed everyone to carve out the time and commit to 6-12 months to really get a lot out of the coaching.

Solution and Results

Once we found a date and time, Solutions by JoyGenea created a structure to enable eight people to check in and communicate with each other in an hour to an hour and a half. This structure meant that people got to hear where others were successful, where they needed help, and discover possible solutions to situations holding them back. Group members stopped having fatigue amongst staff and elsewhere and were better able to handle difficult situations with win-win outcomes. Each member expanded their knowledge of their own biases, how those biases played out for others, and some ways that they could improve their communication around this topic. The group coaching improved the quality of retirement years for some and improved the quality of business revenue and engagement for others. Each member reported a decrease in the amount of stress in their lives and an increase in their ability to shift that stress energy into productive gifts and opportunities. Overall, the group members continue to become happier and less stressed after each meeting.