

Use of coaching conversations in practice during supervision meetings

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The TGROW (Topic, Goal, Reality, Options, Will) model is a well documented tool that is used in coaching practice. It gives a structure to having a conversation, whether in the work place or otherwise. This can be used in everyday conversations, for e.g. when a colleague discusses an issue with another colleague or during a supervisor meeting. This would allow the two people to have a conversation, think of the wider aspects of the issue, and come to a plan of action that can be taken forward and then brought back for the next session. The tool can be used to improve performance of the colleague. Therefore, a tool that can be used to guide a colleague to what they would like to achieve. Any topic can be discussed using this model. A wider aspect of a person's life can be discussed and how various factors can affect the issue that they are trying to resolve and bring about forward planning. A person may not know where to start in regards to resolving the issue or undertaking a project. This tool enables the person to be guided through the conversation. The tool can be used by the MDT (multi-disciplinary team).

This tool can be demonstrated during a workshop session, with participants, in pairs or 3s, practice using the tool to have conversation with another person on any issue that they would be happy to convers. Therefore, a 1 hour session with about 12 people would be good to have the experience of the tool.