

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 converse. Therefore, a 1 hour session with about 12 people would be good to have the experience of the tool.

This 'coaching conversations' method can be of beneficial in the field of Oncology as it is a field where good communication skills are essential with both patients and colleagues. The tool can be used to discuss projects in relation to drug development, enabling colleagues to optimise performance in progressing a project. The tool can be used to enhance the understanding of the complex issues (clinical and psychosocial) presented by Oncology patients that need to be understood and facilitated to resolve and support. Furthermore, the 'coaching conversations' can be used in optimising progression of Oncology research projects through discussion at 1 to 1 supervision meetings.