

## Introduction

Bringing coaching to life can be achieved by giving individuals the opportunity to be involved in planning and completing challenging events, like crossing the Simpson Desert in Australia, the Three Peaks race or in competitive task orientated days.

By involving everyone in its design you allow each member to see coaching in action, feel the philosophy in use and allow a meaningful contribution towards its outcome.

## How is this achieved?

Using the GROW model as a basis of a brainstorming session, involving as many final key event participants as possible, we identify the following.

- What will the event be?
- Who will it involve?
- What will it be used to sponsor?
- Who will sponsor it?
- What is the time frame?
- How will success be measured?
- How will it help all involved to achieve their goal?

Once these and other key areas are identified, like the team rules and final cut-off dates for entry; team-coaching Programmes can be practised both by individuals and in groups to achieve a winning outcome.

## Aims

An event is designed to see coaching in practise in an atypical environment that draws from each party a non-threatening involvement, because it is not directly testing any skill that they will be assessed on related to their normal business practices.

## Benefits

- Introduces coaching methods external to work.
- Events can be used on a repeat basis to re-enforce coaching.
- Gives a focus other than purely core business.
- Allows the involvement of external groups.
- Opportunity to promote the organization.

## Who Should Attend

Involve all who can gain from coaching as a philosophy.

