

Coaching models

E-GROW-P

Key Points:

The E-GROW-P Model is a simple six-step process that helps you structure coaching and mentoring sessions with team members.

It stands for:

- **E**ngage (establish trust over time)
- **G**oal (draft a tentative SMART goal to affirm or adjust as the process progresses)
- **C**urrent **R**eality (Describe the current situation in terms of behaviours, systems and symbols)
- **O**ptions (or **O**bstacles) (explore a number of possible approaches, choose the 'path of least resistance' and draft an action plan)
- **W**ill (or **W**ay Forward) (provide encouragement and support; stay engaged)
- **P**ause (reflect) (identify milestones, discuss progress and make adjustments as necessary)

You can use the model to help team members improve performance, and to help them plan for and reach their longer-term career objectives.

OSKAR

Key Points:

The OSKAR Coaching Framework is a popular coaching model that allows you to focus on solutions to problems rather than on the problems themselves.

It stands for

- **O**utcome
- **S**cale
- **K**now-how
- **A**ffirm + **A**ction
- **R**eview

Its emphasis on positive achievement and progress helps you to have a much more motivational, consensual and collaborative coaching conversation with your team member than you would if you were focused on "fixing" problems.

However, there's a risk that, by focusing too much on the Affirm element, you could avoid having difficult but necessary conversations about poor performance or behavior.

To explore more about the OSKAR approach, visit the MindTools website at <https://www.mindtools.com/pages/article/oskar-coaching-framework.htm>