

## How to Facilitate Effective Group Coaching

Most of the church planting coaching is done on a one-to-one basis. But God's wisdom is found in the whole body of Christ. How do we include a whole church planting team in the process of coaching? This session will equip you with basic principles to facilitate team coaching. It will help you identify your role as a facilitator in contrast to an expert who has the solutions.

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### I. Basic structure of Group coaching session

#### A. Introduction

1. Mutual introduction of participants and facilitator/coach
2. Framework of coaching session – assignments, reasons for the session, topic ...
3. Clarification of roles and responsibilities – role of facilitator/coach in the process
4. Creating atmosphere, think about relationships and environment first, build trust and faith
5. Prayer

#### B. Ground rules of working together

1. Generated by coach and participants
2. Examples:

#### C. First round – expectations of team members

1. What have you heard and what does it mean for you? How do we understand our assignment (if we have one)?
2. What we want to achieve together at this session? (So that I would be satisfied.)
3. When the time is up, what we should have as a result of the session?

#### D. Goals (generating of topics = potential goals)

1. Generating of topics
2. Clarification of topics
3. Presentation of topics

- E. Process strategy and time frame
  - 1. Prioritization and choosing of topic/s
  - 2. Logical order
  - 3. Time frame for individual goals (if necessary – time pressure etc.)
  - 4. How? What is the best way how to address specific goal?
  
- F. Working together on individual goals
  - 1. SMART
  - 2. Constructive questions
  - 3. Structuring of results
  - 4. Minutes/flipchart
  - 5. Structuring of achieved progress or achieved goals and moving to next one or to the closing
  
- G. Closing
  - 1. Summary of achieved results
  - 2. Let the team agree and confirm them and individually let them describe how they understand them
  - 3. If necessary create and agree on an action plan with defined goals and responsibilities
  - 4. Evaluation of the process – How was our work effective?
  
- H. Final round
  - 1. Have our expectations been met?
  - 2. What do you take from the meeting?
  - 3. What was beneficial for you personally?

**II. Main skills of a facilitator:**

**III. Main mistakes:**