COACHING RESOURCES

Practice Pod Guidance



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What is a Practice Pod?

Your Practice Pod is a small group made up of you and one or two other coaches.

Practice is everything.

We have a massive emphasis on practice in SBCA because this is how we become adept at coaching living breathing humans!

Your PP is designed to support your imperfect, messy, learning and offer you accountability for your practice as well as cheering you on along the way. Meeting with your Practice Pod regularly means you have space and time outside of class to practice the SBCA tools and approaches.

This partnership is designed to support your commitment to the programme. Give this relationship some time to build momentum and for trust and safety to develop.

Your First Meeting

Here are some conversation starters for your first meeting so you can establish your practice partnership on the basis of conscious agreements:

- How would each of you describe your preferences when it comes to communication? (e.g.: introversion/extroversion, needing reflection time, prefer structure/prefer loose).
- What are the benefits to being in a PP for you?
- What things most concern you about being a PP?
- If something isn't working for either of you about the PP, what will you do?
- What helps you to stay committed and on-track?
- How do you best receive feedback? Both critical and positive?

Four suggested agreements

1. AGREE A RHYTHM FOR YOUR MEETINGS:

Agree to a regular (and if at all possible, consistent) time and day that works for all of you. We suggest a weekly or fortnightly rhythm for the remainder of the SBCA Programme.

Agree how you will communicate if someone needs to postpone or cancel a session.

You're busy people so commit to showing up on time and being fully present for each other. Come to your PP session with topics you want to be coached on!

2. AGREE THE FORMAT FOR YOUR PP SESSION:

Setting an agenda can help keep you within time. If you have 90 mins a week you could set up your calls as follows:

- 10 minutes to check-in and agree the practice.
- Agree Coach, Client and Observer roles and take turns.
- 20 minutes for each person to coach, with a 10 minute debrief.
- 10 minutes to document any questions for Sas/Study Group, learnings and thoughts.

(Debriefs are an opportunity for you all to share what the experience was like for you. It can really help to use 'I statements' - *I felt, I thought, I experienced*...)

3. AGREE HOW YOU WILL STAY ON TRACK:

Some of us like to talk! So, it's important to keep each other on track. It might be as simple as giving permission to say: '*Just a reminder, we only have 5 minutes…*'

If you have extra time, you can always agree to allow the session to run longer.

4. AGREE HOW YOU WILL SUPPORT EACH OTHER WHEN YOUR PROTECTOR/SURVIVOR SELVES INEVITABLY SHOWS UP:

It can be a great conversation starter to share your Archetypes with your Practice Pod classmates.

Consider:

- How do you imagine your self-doubt will show up in the practice pod sessions?
- What support would you like?
- How is your Survivor Self/Strategies likely to show up in practice pod sessions?
- What will you do if you sense someone else is using forms of distraction, control, compensation, illusions, or denial to avoid being in the vulnerability of learning?
- How do you want to bring yourselves back to the 'here and now', back to your Healthy Self?

Being a Participant Learner

Practice Pods, Group Calls and the Discussion Forum are all designed to support your learning and they all require you to be a **Participant Learner.**

This means you commit to asking questions and actively seeking support.

THINGS TO KNOW:

- There is a weekly Study Group at 7pm UK time, every second Thursday (to coincide with the completion of each practice module).
- Hosted by Scott Robson, you can bring any question to these calls and these are a great opportunity to ask/share anything that has come up in your PP.
- Scott is also available to attend your Practice Pod meeting if you want more support on a particular topic.
- The Discussion Forum is available to you 24/7 during and after the programme.
- Plus: we'll have monthly support calls once you graduate and begin to apply these tools and approaches with your clients – so there is NO RUSH :)