Grow Skills Template (2 pages)

|  |
| --- |
| Coachee’s Name: |
| Learning Objective: |
| Where can the Coachee apply the skill immediately?  State, as clearly and specifically as you can, the situations where you would like to see this person developing new skills. Ensure there is an opportunity to apply the new skill that was learned. |
| 1. **Work one-on-one.** What will I do to: |
| **Create meaningful challenges?**   * In their current role, where can an optimal level of challenge be created? * What project, new assignments, activities, or tasks would stretch them in this area?   **Offer advice and insight?**   * What do I have the most to offer them? In which area would I the best source of advice? * What stories can I share from my own experience?   **Support and encourage the person’s efforts to learn?**   * How can I help them continue to see the value of continuous learning? |
| 1. **Be a broker.** What will I do to orchestrate: |
| **Other opportunities for meaningful challenges, ideas & advice**   * ***Who*** are the best *people* I can connect them with? * ***What*** doors can I open for them? * ***Where*** are the best *places* for them to see this skill in action (e.g., role models, meetings where the skill will be used effectively, case studies). * **What** are the best *resources* (e.g., software, books, courses) available for them to access? |
| 1. **Enhancing their self-reliance.** What will I do to help them take responsibility for their own development, so they: |
| * Take advantage of existing opportunities to stretch themselves? * Create additional meaningful challenges for themselves? * Identify and tap into people who can help them? * Pay attention to and practice the Development FIRST strategies so they can learn for themselves? |