

# Coaching Circles



**The TAC Global Coaching Circle** format brings together a small group of leaders to be coached as a group, with each leader focusing on his/her own area of development. Because Coaching Circle participants share some commonality such as being a manager of managers, leading complex global teams or are women leaders, they all benefit by learning from each other's unique and related challenges. An experienced Coach structures and facilitates the Coaching Circle sessions - helping participants reflect, gain insights and make progress on their development.

TAC Global Coaching Circles provide a unique learning experience to participants. The Circle format enables and supports each leader to be more aware of themselves and others.

**“The truth is, most coaching clients are smart, very smart. Yet they still know the value of accessing someone who can be objective, honest, and constructive about the options they are facing.”**

– Jack Canfield, *The Success Principles*

## Key Benefits for Coaching Circle Participants Include:

- Accelerated development on a critical leadership behavior
- Insights gained through skilled executive coaching support
- Learning new approaches from peers and discovering best practices
- Expanded networking for long-term career growth
- Mutual support, accountability, and inspiration to reach developmental goals
- Building/restoring trusting relationships with colleagues
- Leveraging the support structure of a peer group to sustain development
- Increased ability and comfort coaching others



An invitation only approach requires leaders to opt-in to participate. This process ensures participants are committed to developing, are open to experimenting with new behaviors, and willing to contribute to a group learning experience. Once accepted into the Coaching Circle, participants complete a short survey to help them pinpoint a development area. Participants also have a one-to-one coaching session with an experienced TAC Global Coach. This individual coaching session helps participants refine their development focus further and gain greater clarity on what success looks like.

**“Peer-to-peer interaction is where most learning takes place; it is the fertile earth out of which something new is produced.”**

– Peter Block, *Community: The Structure of Belonging*

## Key Benefits for the Organization/Sponsors Include:

- Sustainable behavioral changes with skills practice over six-months
- Improved retention of leaders with stronger networks
- Zero/minimal travel expense
- Bi-weekly Coaching Circle sessions anchored into the natural rhythm of the business allowing real-time business challenges to be addressed and resolved more quickly

## Format:

- Two 60-minute virtual audio calls per month over a six-month time period
- Coaching Circles of five to six participants
- One individual coaching session for each participant
- On-the-spot laser coaching, peer coaching, and between-session email support
- Needs assessment prior to the first Coaching Circle session to determine key areas for development

Contact us to learn more about starting a TAC Global Coaching Circle for your high potential leaders.

**TRACY ANN CURTIS** - [tracyann@tac-global.net](mailto:tracyann@tac-global.net) - [www.tac-global.net](http://www.tac-global.net)  
+1 650 740 9623 (United States) - +91 9845905702 (India)