

# Group Coaching



Group Coaching brings leaders together to think, plan and grow as a collective, while also developing capability and confidence at an individual level.

It provides a space to plan, think, collaborate and challenge while also strengthening team cohesion accountability and operational effectiveness. Leaders work together on the business while also receiving one-to-one coaching to support growth in real time.

## Key Details

**DURATION:** Monthly (3hr) group coaching sessions plus monthly (60min) individual coaching sessions delivered across a six month cycle.

**DELIVERY:**  
Online, In-Person or Hybrid

## INCLUSIONS:

- Discovery Session
- Individual diagnostic analysis with DiSC profiling
- Monthly Group Coaching Sessions
- Ongoing access to a dedicated coaching portal where you and your coach track personalised goals, action items, and ongoing accountability

## Overview

Group Coaching is designed for leadership teams seeking the following outcomes:

### STRATEGIC ALIGNMENT AND COLLECTIVE FOCUS

For teams who need clarity on organisational priorities and alignment across functions or divisions. Ideal where decision making feels fragmented, progress is slow or leaders need to operate as a unified group.

### TEAM COHESION AND COLLABORATION

For teams wanting stronger communication, trust and shared accountability. Suitable when silos exist, relationships are strained or performance would improve through better connection and cooperation.

### INDIVIDUAL CAPABILITY GROWTH

For leaders who would benefit from personalised coaching alongside group development. Best suited to teams where the collective needs to move together, but individual support will accelerate capability, confidence and execution.

## Our Process

### 1. GOAL AND CONTEXT ALIGNMENT

We begin by working with the client and all participants to understand organisational goals, individual responsibilities and the opportunities or barriers influencing performance.

### 2. PROGRAM DESIGN

We develop a Group Coaching Program with defined objectives, collective outcomes and capability focus areas for the team and each leader within it.

### 3. DIAGNOSTIC INSIGHT

We use diagnostic tools to understand the business context, leadership dynamics and individual development areas where needed to inform coaching direction.

### 4. COACHING AND REVIEW CADENCE

We deliver the program through ongoing group sessions supported by individual coaching, with quarterly and annual reviews to measure progress against objectives and targets.

# Program Structure Example

**A typical delivery model for a Senior Leadership Team or Executive Team may look like:**

## **AT SIX MONTHS, LEADERS THINK DIFFERENTLY.**

Conversations shift, clarity sharpens, accountability increases and momentum builds. The team moves as one. Decisions are faster. Progress is measurable. The business runs with less friction because expectations are clear and leadership is consistent.



## Ready to take the next step?

Let's talk about how our Group Coaching can support your organisation and its people. Contact us to arrange an initial conversation and explore the right approach for your context:

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