Description Coachee is named Jose Jose is a security Officer if that helps Module 3 - Case Coaching and Performance Management Assignment Overview Exploring Options Background The purpose of the Case Assignment is to create a “Live Case” by experiencing the process of coaching. Because this case is designed around experiential learning, we can go beyond the conceptual knowledge covered in the reading materials to actual skills building. This requires putting what you are learning into immediate practice. In this third module, you will be working with your coachee to explore options based on the coachee's assessment of goals and current reality (] determined in Case 2). The objective of this session is to get your coachee to commit to specific actions. Drawing on the background reading for this and the previous modules, you will plan and carry out a coaching session that involves stage O of the GROW model. There is a comprehensive explanation of the GROW model on the background page for Module 2. Here is a shorter synopsis: The GROW model: A simple process for coaching and mentoring. (2014). Mind Tools. Retrieved from www.mindtools.com/pages/article/newLDR\_89.htm The structure of the Live Case (As a reminder, each case involves three separate activities.) Each module will follow this cycle: Plan, execute, report. • Before the coaching session, write up a plan using course readings or additional research as a resource (1-2 pages). • Then meet with the coachee, and use your plan as a guide for the session. • The bulk of the report is on how it went, including successes and failures. What would you do differently next time? (3 to 5 pages). Preplanning Action Reflection What are your goals for the session? What actions do you plan? How will you know if you are successful? (1-2 pages) Meet with coachee (45-50 minutes). Report on the session. Provide a narrative descriptive summary of the conversation as it occurred (1 or 2 paragraphs). How do you feel the session went? Analyze the process and outcomes of your coaching. What new knowledge did you gain? What would you do differently next time? Case Assignment Assignment instructions This phase of the coaching process requires brainstorming. Think you know everything there is to know about brainstorming? Too often, we overlook some essential basics about processes we think we know well. Take a few minutes to refresh your understanding of the “rules” of effective brainstorming in this article from the Trident Library: Van Valin, S. (2014). Brainstorming. Leadership Excellence, 31(2), 20-21. Retrieved from ProQuest. • Brainstorm as many options as possible that will help your coachee achieve his or her goal. • Discuss the options and select the best ones. • You may offer your suggestions, but let your coachee do most of the work of generating and evaluating the options. Remember that the objective is to get the coachee to commit to action, and this means that the coachee must feel “ownership” of the plan. • Write up this meeting as indicated in the Keys to the Assignment below. • Turn in your 4- to 6-page paper to the appropriate dropbox by the due date. Keys to the Assignment • After reading the background materials for this module and doing additional research if needed, prepare your pre-coaching plan for a 45-50 minute session: • What are your goals for this session? How will you know if you are successful? • What skills will you use? • How will you go about doing this? • What questions will you ask? • Conduct your coaching session (45 to 50 minutes). Remember the ultimate goal of the session is to come up with a plan to which the coachee commits. • Write up your post-coaching reflection. o Report the facts of the coaching session; summarize the plan. o What went well and what did not? o What did you learn about coaching from this session? o What would you do differently next time? Assignment Expectations • Include a cover page and reference page in addition to the 4–5 pages of analysis described above. • Your paper should have an introduction and a conclusion. • Use headings to indicate major sections of the report. • Cite and reference any outside sources. • Use APA formatting. • Proofread and edit your papers carefully. The expectation is zero errors.