



# Learning Sets & Exploration Groups

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## Cultivating Coaching Cultures

Metanoeo CIC

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# Learning Sets Overview

Learning through application and reflection is at the heart of our programme. Our *learning sets* provide us with a way in which we can support one another as co-participants to apply the principles we have been considering to our real-life practice context and challenges.

## Learning Sets Structure

Every programme participant will be allocated a learning set group. Each of our learning set groups will comprise three to four participants along with a session coordinator. Each participant will get a dedicated time slot, typically lasting about 15 minutes, with their group to bring an issue or question they have faced in applying the programme principles in practice.



*Figure 1. Typical use of a fifteen-minute slot.*

The group then use questions (not suggestions or advice) to help the presenter explore the situation they are facing and to work towards an action plan for resolution. The role of the group facilitator is to keep the group on track and avoid offering the presenter advice.

## Typical Questions

The groups will give you an opportunity to practice core coaching skills around using questions rather than providing advice. Typical questions you might use include:

- Can you tell me more about ...?
- What is your main concern about ...?
- What has previously worked well in ... situation?
- Is there anything you could do different?
- Do you have an example of that?

You will develop your own authentic sets of questions as you grow throughout the programme and beyond.

## My Group

Below is space to record the names and contact details of your group members and the times and dates of your sessions.

Who		
Coordinator	Dave Wood	dave@metanoeo.org.uk
Participants		

When
Set 1
Set 2

## Exploration Groups

Ongoing learning is a further key principle of cultivating a coaching culture. Our *exploration groups* provide an opportunity for continued input related to the issues you have been facing in your practice. In these sessions you will have the opportunity to share issues and learning and to consolidate your learning with direct tutor input. You will also have the opportunity to hear from trained coaches and hear their experiences.