

The Grassroots Leadership Revolution

The Pros & Cons of 1:1 Coaching and Group Coaching

When deciding which approach is right for your organization, it's good to consider what your objectives are and what might deliver you the best results. Here's a quick list of pros and cons of 1:1 coaching vs. group coaching.

ONE-TO-ONE COACHING

PROS	CONS
<ul style="list-style-type: none">• Allows individuals to dive deep into personal issues and opportunities• Highly targeted around specific development opportunities• Very flexible and driven around the availability and priorities of the coachee• Dynamic and adaptive to the changing needs of the coachee• Accountability and commitments supported by coach	<ul style="list-style-type: none">• Does not typically allow coach to see coachee 'in context'• Insular view of coach/coachee on various situations• Expensive• Relies heavily on the skills of the coach alone and doesn't always address emerging knowledge and skills development opportunities• Not everyone is coachable or interested in being coached

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GROUP COACHING

PROS	CONS
<ul style="list-style-type: none">• Participants can extend their internal networks (or external if part of a program outside the organization)• Broader and more varied perspectives on coaching situations are brought by group• Coach is able to 'see' participants behaviour in context as part of the group experience• Builds compassion, empathy and understanding amongst program participants• Creates shared alignment with individuals which can support culture or change initiatives• Increases knowledge and understanding of business (particularly with internal programs)Increases feelings of community and support	<ul style="list-style-type: none">• Individuals may not feel specific needs are fully addressed• May not be able to go as deep as some members would like around specific topics• Group coach must be highly skilled and trained in group coaching specifically• Requires vulnerability and commitment by participants• More rigid in scheduling and timing