

Coaching Circles



The most critical phase of any learning initiative is what happens after the workshop—when participants begin applying new skills on the job. Without structured support, much of that learning risks being lost.

Coaching Circles are a practical and proven way to close this gap. These small, facilitated group sessions create space for participants to reflect on their learning, share experiences, and receive feedback on their efforts to apply new behaviours in the workplace.

Integrating Coaching Circles into your learning strategy strengthens accountability, boosts motivation, and increases follow-through on training commitments. They also offer timely coaching to help participants overcome real-world challenges that arise as they begin to apply what they've learned.

What else do I need to understand about Coaching Circles?

- Coaching Circles bring participants together in small groups of 4-5 participants.
- Participants debrief Challenge Assignments, discuss obstacles, and develop strategies to overcome barriers to their success.
- Facilitated discussions leverage the insights gained through live sessions and self-directed learning.
- Sessions can be delivered either after your training session(s), or as intermodular touchpoints in a longer curriculum delivered at spaced intervals.

How do we set up Coaching Circles for our team?

- The Coaching Circle solution is scalable and customizable to your needs – our CMC team will support you in designing the implementation that works best for your organization.

Options for Implementation

- **Facilitator-led Circles:** Our team includes many experienced coaches who can serve to guide the conversation, make connections to the live and self-directed learning, and offer their own perspective and feedback on participants' questions and challenges.
- **Leader-led Circles:** CMC can support senior leaders, managers or mentors from your organization to lead the conversations by holding Coaching Circle preparation sessions (minimum 2 hours) and providing a Leader Coaching Guide customized to your learning solution.
- **Peer-led Circles:** Participants can be grouped into Peer Coaching Circles during the live training sessions, asked to meet within a specified interval, and provided with a Peer Coaching Guide designed to elicit discussion on the integration of the learning concepts in addressing on-the-job challenges.



Duration: recommended duration is 2 hours

Coaching Circles



Session Structure

