Executive leadership coaching support is delivered through a nonlinear mix of questions and dialogue that fit within the four components of the **GROW** model: *Goal, Reality, Options, Will.*

Whitmore, J. (2009). Coaching for performance: Growing human potential and purpose. The principles and practice of coaching and leadership (4th edition). London, UK: Nicholas Brealey Publishing.

Goal Setting

Session

- What are your expectations for this coaching project/session?
- What would be the most helpful thing for you to take away from this session?
 Long Term
- What is an area in need of attention for you and/or your team in preparation for implementation of the ACPS/School Improvement Plan?
- What goal do you have for yourself as a leader at ACPS in relation to planning and/or implementation of the ACPS/School Improvement Plan?



Reality Check/Current Reality

- What action(s) have you taken toward this goal so far?
- What were the effects of your action(s)?
- How did you react when an action went as planned? When it didn't go

Way Forward (Will)

- What is the most important thing to do next?
- When do you need to start/complete this step?
- Who may be able to support you?

Obstacles and Options

- What obstacles clearly exist to keep you from reaching your goal?
- What possible options can you consider?
- What haven't you tried yet that might work?

Adapted from American Institutes for Research (AIR) Executive Leadership Coaching Program presentation, pp 24-28, "Virtual Coaching Sessions"