

## October 2014 Guidance on the GROW-ME Coaching Model For Coaching Call with [Local Leagues](#)

### Appreciative Inquiry

Consider the evaluation that you completed this summer:

- ✓ What was one of the goals that you identified?
- ✓ If the ideal/perfect outcome is a 10, what number (on a scale of 1 to 10) are you at now?
- ✓ What do you see as the first action you need to take to get from where you are now to a 10?
- ✓ What could each person commit to this action/outcome?
- ✓ What will be your “story of success?”

### Guidance

#### GROW-ME Coaching Method

**G = Goal**...Exploring “What do you want?” This should be clear and as specific as possible.

**R = Reality**...Exploring “What is happening now?” Being honest about the starting point with ensure that we put our goals within reach

**O = Options**...Exploring “What could you do now/next time?” This is the time to think creatively and explore new and different possibilities.

**W = Will or Way Forward**...Identifying “What will you do...and by when?” How can we make our preferred “option” into our “reality?”

**M = Monitor**...Deciding “What progress (in real-time/at pre-designated benchmarks) are you making against the larger strategic outcomes and/or performance goal for the indicators you decide to monitor?”

**E = Evaluate**...Assessing values for “how you will know you have achieved success,” based on performance outcomes that align with and support accomplishment of the League’s goals. In short, how will you know that you achieved your goal? And, when you do, what comes next?

The MLD League Evaluation Form was introduced for the first time over the last few months. As with the GROW-ME method, we want to be sure and evaluate where we are and what we want to do next.

This evaluation process is a useful tool for all of us. It helps LWVUS help you get the most out of your work on membership and leadership development. Your feedback on the form allows us to hear from you what is bringing you success and where we might provide some added support. It is also a planning tool for your League to use as you look at the activities coming up

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and how you can set goals that you want to accomplish this year. It provides additional information for your state coach to support you as you plan what your League wants to do.

### Looking at the MLD League Evaluation Form

**Note:** If your League has not had the opportunity to go through the evaluation form, select an area that needs some improvement for the purposes of this discussion.

- Select one of the items under “Using the Evaluation” which will reflect what you put under the categories of “Some Improvement Needed” or “Major Improvement Needed.”
- Choose an upcoming election activity that your League has planned this fall.
- Using the GROW-ME method, look at the activity and area where improvement is needed and set your goal and plans to achieve your goal.
- After the activity has happened, review it to see if you were able to achieve your goal. If not, ask yourself “What could be done next time to achieve our goal?”

At the heart of the MLD program is the strong desire to build our membership base and a more systematic leadership ladder; one that ensures the League will be strong enough to carry out our democracy building and protecting work for years to come. From a practical stand point we need to be asking ourselves ‘What’s the smallest change that we can make to have the biggest impact?’ By asking questions that address capacity building in a strategic way, the coach can help Leagues to make the changes that they want to have the highest payoff possible.