

COACHING TIP

Using the GROW ME Model on Coaching Calls

Some coaching teams have found that integrating the GROW ME Coaching Model directly into their call agendas has helped them to familiarize themselves with the model as well as keeping their calls focused. As you work with Leagues, consider trying to have them establish goals within the GROW ME framework. Those goals could be big or small, such as engaging a specific audience in the League's work, connecting with an allied organization, folding organizational capacity building efforts into voter service work, or identifying and training new leaders.

Some of these questions might be applicable as you connect with local Leagues:

- **G – Goal:** What do you want to accomplish? What's one change that could have a big impact?
- **R – Reality:** What is the situation now? Where are we starting from?
- **O – Options:** What can be done to reach that goal? What's another way to achieve it?
- **W – Will:** What will you do and who else can help in reaching the goal?
- **M – Monitor:** What progress are you making? What adjustments or modifications (if any) are needed?
- **E - Evaluate:** What does success look like? How does this help to increase the League's overall impact?

Depending on the goal set, coaches may or may not revisit all of these questions each month. In fact, many goals will take months to achieve. Therefore, coaches will likely be focused on the monitor and evaluate phase more often than the others.

The monthly online surveys and any notes that you take during your calls will allow you to recall goals each month so that coaches (as well as Leagues) can see their progress and be reminded of their larger, more strategic purpose.

One question that state coaches often ask themselves is: ***What about the monthly Guidance?*** The guidance can be used with the GROW ME model. Coaches can tailor the guidance to elevate or pull out pieces or aspects of it that will resonate most with a given League. Coaches are not "required" to use the guidance that is given at any specific time. A library of past guidance documents is available online, and coaches can pick and choose topics as is appropriate to the specific needs and goals of their mentee Leagues.

Other MLD "basic" tools, such as the Event Planning Checklist, also can be used to help support Leagues as they work toward specific goals.

Goal setting may not be an integral part of how some Leagues operate. We know that League leaders are extremely busy and often overcommitted, which can leave little time for goal setting or longer term planning. But, the GROW ME model – focused on a specific capacity building goal – can demonstrate the efficacy of goal setting for bigger impact and long-term "pay off."

RESOURCES

- [GROW ME](#) webinar
- [Guidance library](#)