

Homeless Link

# Coaching for goal setting

Facilitator: Syane Findlay



# Learning environment (Zoom)



Microphones on  
mute unless on an  
exercise



Use IM chat to  
make comments /  
participate



Open & Safe  
Learning  
Environment



Opportunities for  
questions /  
discussions – put  
up virtual hand



# Webinar aims



- Introduction to Homeless Link coaching
- Explore the importance of goal setting
- Understand how to use the GROW model



# Homeless Link Coaching



- One-to-one
- Coaching for teams
- Group coaching
  
- Leadership
- Confidence
- Communication
- Career



**“Coaching helps to nurture innovation within organisations and improves performance”**  
(Martin Baker , CEO , Charity Learning Consortium)

# Goal setting

## Why is it important?



- Focus, direction and motivation
- Increase of confidence
- Hope, optimism and wellbeing
- Effectiveness and efficiency
- Improved performance
- Progress and achievement

# Goal setting

## What stops us?

Fear of failure

Unrealistic expectations

Lack of support

Lack of clarity

Lack of commitment

Loss of motivation

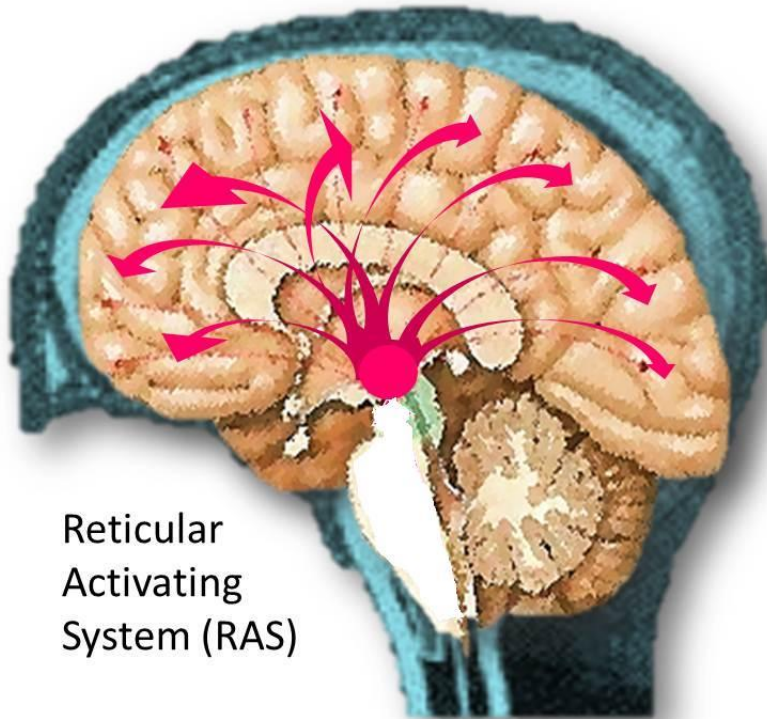
Distractions

Lack of tracking / measurement



# The power of focus

## The reticular activating system



Reticular  
Activating  
System (RAS)



# Set your focus

## The reticular activating system



Homeless Link

What you focus on

E X P A N D S



# Tell or ask?

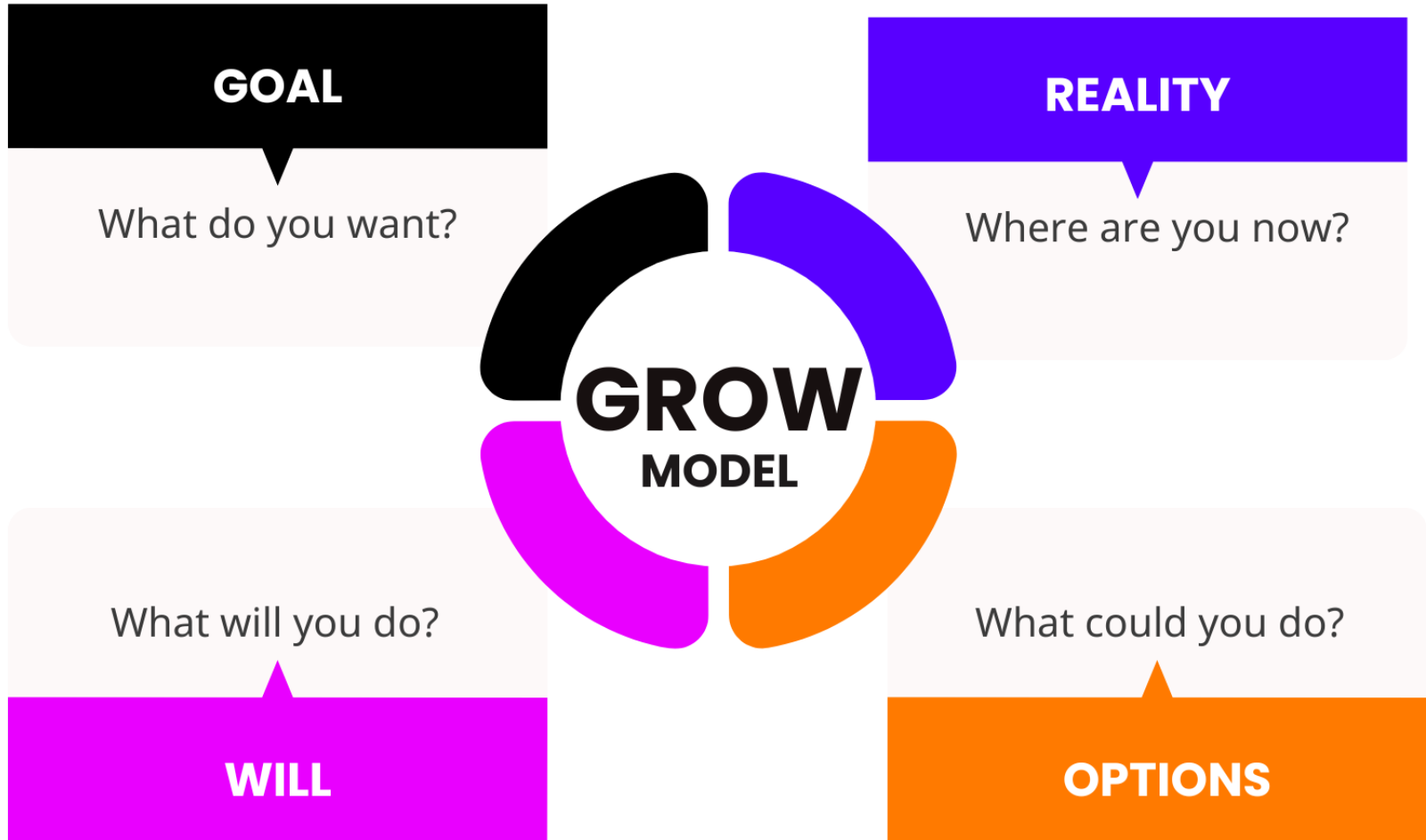
## The importance of questions

- Insightful questions provoke solution-focused thinking, clarity and commitment

Instinctive  
elaboration



# A coaching approach



# The GROW model stages



## GOAL

Use open questions to help the person gain clarity on their goal(s).

## REALITY

Once a goal is established, explore the current reality and facts by asking what, where and who.

## OPTIONS

Focus on what they can do to reach the goal. Explore options and/or generate solutions.

## WILL

Guide the person to formulate a clear action plan and commit to next steps.

# The GROW model

## Identifying questions



# The GROW model handout



## GROW Model Questions

# Focus on your goals

## GOAL

- What is one of your personal, team or organisational goal for the year ahead?
- Why is this important?

## REALITY

- What are some current obstacles hindering your progress?
- What would happen if you didn't achieve this goal?

## OPTIONS

- What can you do to solve it / get closer to your goal?
- What are your options?

## WILL

- What are three actions you can take that would make sense this week?

# The GROW model

## Benefits

- ✓ Raised awareness, empowerment and self-discovery
- ✓ Structured approach
- ✓ Generates responsibility
- ✓ Goal clarity and committed action planning
- ✓ Increased motivation and confidence
- ✓ Versatility and adaptability



# Moving forwards...

**How and when can you  
use the GROW model?**



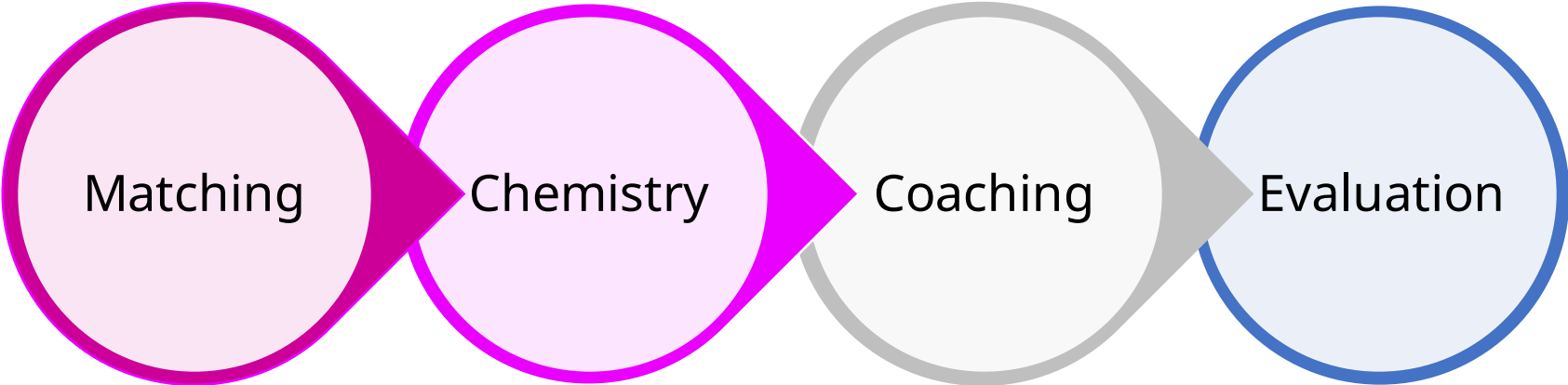




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# Coaching with Homeless Link



# Our coaches



# Find out more



Homeless Link



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Search “Homeless Link coaching” or scan this QR code:



# Homeless Link

## What we do

Homeless Link is the national membership charity for frontline homelessness services. We work to improve services through research, guidance and learning, and campaign for policy change that will ensure everyone has a place to call home and the support they need to keep it.

[homeless.org.uk](https://homeless.org.uk)

[@HomelessLink](https://twitter.com/HomelessLink)

## Our training

We deliver in-house and public training courses to homelessness and related services across the country. Our courses are based on the latest policy, research and legislation, helping you develop the skills you need to tackle current issues and improve the service you offer to the people you support.

## Get in touch about coaching or training

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