

## GROW QUESTIONS FOR LEADERSHIP DEVELOPMENT CONVERSATIONS

This is a sample template following the commonly used GROW model (Graham and Whitmore) for a coaching style conversation about leadership development (Goal, Reality, Options, Will).

<p><b>Goal</b> <b>(What do you want / are trying to achieve)</b></p>	<p><b>Possible questions:</b></p> <p>What are your objectives with respect to leadership development (for current or future leadership role)? How does this fit with your career aspirations? What specific areas of your leadership capability do you need / want to develop?</p>
<p><b>Reality</b> <b>(What is happening now)</b></p>	<p><b>Possible questions:</b></p> <p>How much of your time do you currently spend on leadership responsibilities (as opposed to management or other activities)? What leadership development have you undertaken in the past? What impact did it have on your leadership capability? What interests / motivates you to more into a new (or more senior) leadership role? What feedback have you had about your leadership capabilities in the past?</p>
<p><b>Options</b> <b>(What could you do)</b></p>	<p><b>Possible questions:</b></p> <p>What do you think the options are for your leadership development? Who could you talk to who might have encountered similar challenges? What kinds of activities could you undertake to development aspects of your leadership capabilities and / or explore your interest / aptitude for such roles? How clear are you on the time commitments involved in the different types of leadership development activities?</p>
<p><b>Will</b> <b>(What will you do / Way forward)</b></p>	<p><b>Possible questions:</b></p> <p>In order to move things forward, what is the first step you need to take? When are you going to do it? What support do you need / want from me? On a scale of 1 – 10 how committed are you to taking that action?</p>