CONSULTANCY PROTOCOL

This protocol is designed to elicit multiple perspectives to support a coach in thinking through a dilemma, while also increasing their capacity to address it by leveraging the insights and perspectives of others.

Participants

Roles: Facilitator, Case Presenter, Consultants (all other participants), Timekeeper

Group Size: 4-7

Time: 30-40 minutes

Materials

In-person: paper, pen or pencil, timer

Virtual: paper, pen or pencil, timer

Instructions for Use

Step 1: **Identify Roles:** Identify a Case Presenter and Facilitator. (2 min)

Step 2 : **Present a Coaching Dilemma:** Case Presenter shares a current coaching dilemma, any relevant dynamics, and previous attempts to address it, if applicable. (5 min)

Step 3: **Clarifying Questions:** Consultants ask the Case Presenter clarifying questions to elicit additional information to support a more effective consult. (3 min)

Step 4: **Reflecting Back- Go Rounds:** Case Presenter is silent while consultants describe what they heard the Case Presenter convey during the presentation ("What did you hear in this presentation?"). *During Go Rounds, consultants should pass if their reflection has already been shared.* (6+ min)

The facilitator then utilizes additional prompts to ensure the group has the fullest description of the dilemma and its complexities ("What seems important to the coach?" "What surprised you?" "What does this problem really seem to be about?").

Step 5: **Response:** Case Presenter briefly responds to consultants' expressed understandings of the problem and provides further clarification as needed. (2 min)

Step 6: **Brainstorming:** Case Presenter is silent while consultants have an open conversation and brainstorm next steps. (6 min)

Step 7: **Response:** Case Presenter responds to acknowledge any new questions, insights, or shifts in perspective gained through listening. (3 min)

Step 8: **Debrief:** Discuss and/or journal how it felt to be in each role and any takeaways. (5 min)