

# Group Learning



## Audience

Executive teams; cohorts of execs or directors (8-15 participants)

## Objective

A scalable, economical way to provide leadership development blending 1-1 and group coaching

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*"In times of remote working during COVID-19, this program allowed me to get to know and learn from different people in our company that I would not have otherwise connected with. The combination of pre-reading very relevant articles, discussing case studies in the larger group, and the smaller peer-coaching sessions provided very relevant and varying audiences to practice and improve our skills."*—Senior Director, Software company

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*"As someone who has always picked the most technical possible career path, and purposefully avoided management roles, I've assumed that leadership charisma and skills are somehow innate and not really something you could study. The Mariposa coaching program opened my eyes to the possibility of deliberate practice of leadership soft skills."*—CTO, AI startup

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**Description**

Mariposa coaches support you in your demanding business environment by facilitating a program which includes group coaching and 1-1 executive leadership coaching sessions (via video conference) for a cohort of 8-15. This leadership development program is delivered over 4 months and includes:

- Skill Building: Four 90-minute virtual group sessions
- Personalized Learning: One-on-one or small virtual group leadership coaching sessions
- Peer Coaching: One-on-one peer coaching sessions for sustained learning and ongoing support

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**Sample Content/  
Topics**

- Individual Skills: Stress and Resilience Management, Executive Presence
- Peer Skills: Influence and Decision-Making
- Team Skills: Coaching and Culture
- System Skills: Design and Strategic Thinking, Innovation/Risk

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**Outcomes**

Group Learning brings the benefits of individual executive leadership coaching to a group to:

- Improve accountability—Weekly sessions reinforce learning and behavioral change. Group members hold one another accountable by practicing their skills outside of the sessions.
- Problem-based learning approach—Leaders apply the skills they learn each week to current work issues with which they are grappling.
- Increase efficiency— Short yet powerful sessions avoid losing key staff to multi-day training events.
- Create consistency—All group members learn the same skills and develop common language and tools.
- Personalize improvement—Participants learn as a group and integrate the lessons on an individual level.
- Build internal capacity—After the program ends, participants continue to use peer coaching to sustain results.
- See measurable results—We track successes over time, so your organization can see the return on its investment.

# Group Learning Program Sample Schedule #1

Blend of Large Group Sessions, **1-1 Leadership Coaching**, and 1-1 Peer Coaching

<b>Week 1</b> <b>INDIVIDUAL SKILLS</b>	<b>Large Group Session 1 (90 min Zoom)</b> <b>Possible Topics:</b> Reflection, Stress and Resilience Management, Executive Presence
Week 2	1-1 Leadership Coaching (55 min) with Mariposa coach
Week 3	1-1 Peer Coaching Session (45 min)
Week 4	1-1 Leadership Coaching (55 min) with Mariposa coach
<b>Week 5</b> <b>PEER SKILLS</b>	<b>Large Group Session 2 (90 min Zoom)</b> <b>Possible Topics:</b> Influence and Decision-Making
Week 6	1-1 Leadership Coaching (55 min) with Mariposa coach
Week 7	1-1 Peer Coaching Session (45 min)
Week 8	1-1 Leadership Coaching (55 min) with Mariposa coach
<b>Week 9</b> <b>TEAM SKILLS</b>	<b>Large Group Session 3 (90 min Zoom)</b> <b>Possible Topics:</b> Coaching and Culture
Week 10	1-1 Leadership Coaching (55 min) with Mariposa coach
Week 11	1-1 Peer Coaching Session (45 min)
Week 12	1-1 Leadership Coaching (55 min) with Mariposa coach
<b>Week 13</b> <b>SYSTEM SKILLS</b>	<b>Large Group Session 4 (90 min Zoom)</b> <b>Possible Topics:</b> Design and Strategic Thinking, Innovation/Risk
Week 14	1-1 Leadership Coaching (55 min) with Mariposa coach
Week 15	1-1 Peer Coaching Session (45 min)
Week 16	1-1 Leadership Coaching (55 min) with Mariposa coach
Week 17	Evaluation/Success Testimonials (via email)
<b>Week 18</b>	<b>Graduation/Reunion</b>

“The Mariposa coaching program has helped me change my focus from a purely technical one to a more organizational and interpersonal one. The combination of group and individual sessions has been very beneficial. Individual sessions, thanks to my coach’s patience and wisdom, have allowed me to identify areas of personal development. And group sessions were especially useful for working on the team cohesion. The training has provided me with a solid starting point to becoming a better leader and contributing better to the company’s success.”—Senior Scientist, AI startup

“The program facilitators are top notch experts on executive coaching. The series of individual, peer, and group coaching sessions have helped bring out my best, benefiting the company, as well as myself personally. Every meeting with my coach was very insightful for me. My coach brought a very perceptive mind to meetings and read and “heard” me between the lines, picking up on subtle forces at play. I’ve personally learned and grown a lot in my time with my coach and I will carry my lessons long into the future. My time was very well spent and I would definitely seek out the coaches in this program once again if I need executive coaching.”—VP of Science, AI startup

# Group Learning Program Sample Schedule #2

Blend of Large Group Sessions, **Small Group Coaching**, and 1-1 Peer Coaching

<b>Week 1</b> <b>INDIVIDUAL SKILLS</b>	<b>Large Group Session 1 (90 min Zoom)</b> <b>Possible Topics:</b> Reflection, Stress and Resilience Management, Executive Presence
Week 2	1-1 Peer Coaching Session (45 min)
Week 3	Small Group Coaching (4 leaders each session for 45 min)
Week 4	1-1 Peer Coaching Session (45 min)
<b>Week 5</b> <b>PEER SKILLS</b>	<b>Large Group Session 2 (90 min Zoom)</b> <b>Possible Topics:</b> Influence and Decision-Making
Week 6	1-1 Peer Coaching Session (45 min)
Week 7	Small Group Coaching (4 leaders each session for 45 min)
Week 8	1-1 Peer Coaching Session (45 min)
<b>Week 9</b> <b>TEAM SKILLS</b>	<b>Large Group Session 3 (90 min Zoom)</b> <b>Possible Topics:</b> Coaching and Culture
Week 10	1-1 Peer Coaching Session (45 min)
Week 11	Small Group Coaching (4 leaders each session for 45 min)
Week 12	1-1 Peer Coaching Session (45 min)
<b>Week 13</b> <b>SYSTEM SKILLS</b>	<b>Large Group Session 4 (90 min Zoom)</b> <b>Possible Topics:</b> Design and Strategic Thinking, Innovation/Risk
Week 14	1-1 Peer Coaching Session (45 min)
Week 15	Small Group Coaching (4 leaders each session for 45 min)
Week 16	1-1 Peer Coaching Session (45 min)
Week 17	Evaluation/Success Testimonials (via email)
<b>Week 18</b>	<b>Graduation/Reunion</b>

*“Being a leader is more challenging than ever. This program not only gives you the ability to “set time aside” to reset and learn ways to lead, but also to interact cross functionally and realize that your challenges are not unique. It will make you a better leader.”—Senior Director, Software company*

*“The best part of this program was learning more about coaching. Both from a coaching framework perspective, but most importantly, practicing it in real time. It was helpful to see it modeled and to see peers do it as well.”—Senior Director, Software company*