

Coaching

This activity introduces students to entrepreneurial coaching as a developmental tool for building self-awareness, confidence, and strategic thinking. Through structured coaching conversations, students learn to articulate goals, explore challenges, and identify actionable steps for advancing their entrepreneurial ideas or mindset. Coaching fosters autonomy, resilience, and reflective practice, which are key attributes for successful innovators.

Description	Students experience a coaching session focused on their entrepreneurial aspirations or current project. The session uses a structured coaching framework (e.g., GROW: Goal, Reality, Options, Way Forward) to help students clarify objectives, identify barriers, and develop actionable strategies. Students rotate roles as coach, coachee, and observer to understand the dynamics of effective coaching.
Learning outcomes	By the end of this activity, students will be able to: 1. Explain the principles of entrepreneurial coaching and its role in venture development. 2. Apply a coaching framework to guide reflective conversations. 3. Demonstrate active listening and questioning techniques that promote insight and action. 4. Reflect on personal entrepreneurial goals and identify next steps for progress.
How it works	Step 1: Introduction (10 min) • Instructor explains coaching vs. mentoring vs. advising. • Introduce the GROW model: ○ Goal – What do you want to achieve? ○ Reality – Where are you now? ○ Options – What could you do? ○ Way Forward – What will you do? Step 2: Role Setup (5 min) • Students form triads: Coach, Coachee, Observer. • Each coachee identifies an entrepreneurial goal (e.g., validating an idea, improving pitching confidence, finding collaborators). Step 3: Coaching Round (20 min) • Coach uses open-ended questions to guide the coachee through GROW.

	- Observer notes effective techniques and areas for improvement. Step 4: Rotate Roles (15 min) - Repeat with new roles so each student experiences coaching and being coached. Step 5: Debrief & Reflection (10 min) Discuss: - What worked well in coaching conversations? - How did coaching differ from giving advice? - What insights did you gain about your entrepreneurial journey?
Resources required	- Coaching framework handout (GROW model) - Question prompts for coaches - Reflection worksheet - Timer for role rotations
AI considerations	- AI can provide sample coaching questions or simulate a coaching conversation for practice. - Students can use AI to brainstorm options during the “Options” stage, but must critically evaluate suggestions. - Emphasize that coaching is human-centered. AI is a support tool, not a replacement for empathy and listening.
Assessment	Formative: - Reflection on coaching experience and insights gained - Peer feedback on coaching skills Summative: - Short report: “My entrepreneurial goal and action plan developed through coaching” - Video demonstration of a coaching conversation using the GROW model