**UNIT Title:** Moving Beyond the Annual Review: Coaching for Continuous Growth

**Designer:** Paola Delarosa-Lloret

**Purpose:** Close skill gaps in coaching and knowledge gaps in delivering timely, performance-driven feedback

**Seat-time:** 2 hours

# UNIT Flow Chart of EVENTS:

| Introduction (10 Minutes) | AI- Simulated Practice | Self-Reflection | Scenario-Based Application | Debrief & Application |
|---|---|---|---|---|
| Guided Exploration (30 Minutes) | 30 Minutes | 15 Minutes | 20 Minutes | 15 Minutes |
| 40 Minutes | | | | |
| Section 1 | Section 2 | Section 3 | Section 4 | Section 5 |
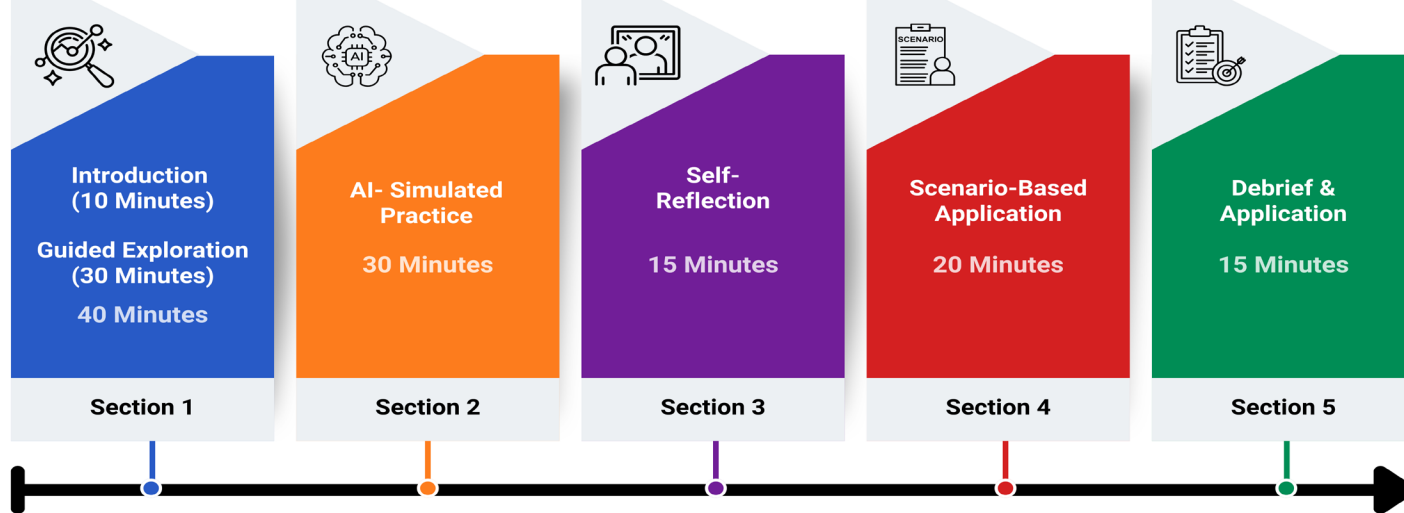
# Brief EVENT descriptions:

**Section 1**
- Introduce the performance problem with traditional reviews and the purpose of coaching-based feedback.
- Present the CLEAR model with examples for each
- Provide downloadable job aid and guided activity

**Section 2**
- Learners use ChatGPT to conduct feedback conversations using the CLEAR model
- Apply active listening and open-ended questioning in the simulated scenario
- Save the conversation transcript for reflection

**Section 3**
- Use a reflection tool to evaluate coaching performance

- Identify strengths and improvement areas in structure, tone, and listening
- Consider how the simulated mentee may have received feedback

**Section 4**
- Respond to a second coaching scenario using CLEAR model
- Simulate a coaching conversation without structured prompts
- Compare performance to the first simulation to assess growth

**Section 5**
- Summarize key takeaways from the unit
- Identify one feedback skill to apply immediately
- Complete an action plan with next steps for real-world implementation