What Is a Coaching Model?

A *model* represents a system with an implied process. We use models as metaphors or analogies to help us visualise and describe the journey, resulting in a saying ‘All models are wrong; some are more useful than others’

Models systemically depict or represent a process that cannot be directly observed. In other words, a model represents more than what you see. A model that encompasses the coaching conversation and the entire coaching intervention is one that we find useful and easy to use.

When we talk about coaching models we’re often looking for one that is representative of what happens, or will happen, in the coaching conversation (the ‘here and now’) and in the overall coaching intervention or journey (the ‘outcomes or results’). We like simple models that do both, ones that include the skills, experience and the expertise we, as coach and our client bring to the coaching conversation.

The STEER model is one we first used in the late 80’s when working as coach and trainer – it was a perfect fit in those situations where tasks were involved and the coach could demonstrate how tasks could be performed.

Are there circumstances where it might work for you?

Mike Sherry
Leadership development coach
‘Supporting your leadership development’

**STEER Model** (Spot, Tailor, Explain, Encourage, Review)

- **Spot** the leaning need & the opportunities to meet them
- **Tailor** the learning content to the individual & context
- **Explain** & demonstrate how the task should be done
- **Encourage** the person to practice/try it
- **Review** progress - during and on completion

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1 Colin Pidd first introduced me to this – it has resonated ever since!
2 Origin unknown. We first came across it while using Video Arts resources when working on a L&D project

*Leadership at its core is an invitation to a tomorrow that is better than today* (Thompson)
INFOBRIEF: BEING CURIOUS ABOUT…*
A COACHING MODEL - STEER

*InfoBrief—a focus on concise information on topics of interest to leaders

My learning experiences

As you reflected:

<table>
<thead>
<tr>
<th>What <strong>insights</strong> have you had?</th>
<th>Are there <strong>opportunities</strong> for your learning?</th>
<th>What <strong>ideas</strong> came to mind?</th>
<th>What are you going to do to act on these ideas?</th>
<th>What are you willing to change <strong>now</strong> in order to act on these?</th>
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