

Peer-coaching Session

This action-oriented peer-learning activities enables insight in a focused, time-compressed way. Works well when repeated as part of an ongoing peer-coaching circle.



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Preparation

- Invite 2-4 trusted people with a diverse mix of views and expertise.
- Each person sends a short summary of their challenge to other group members in advance if possible.

During the Session (2-3 hours)

Welcome and check in

Review the ground rules

- Keep all details confidential – return notes to focus person if requested.
- Check your title at the door. No advice unless asked.
- Focus on the other person's strengths, goals and learning.

Each person takes a turn (30 minutes each)

• **OVERVIEW** *10 min.*

Briefly outline the following:

Situation: What is the situation and your central challenge?

Goal: What is your desired outcome?

Action To-date: What have you tried so far?

Question: Where would you like help? (Phrase it as a question.)

Feel free to ask another participant to interview you or keep time.

• **QUESTIONS** *3 min.*

Group members can only ask questions of the focus person:

Focus on their goals and learning. No advice. Build on strengths.

Ask only questions where you truly don't know the answer.

Aim to surface new insight into the person's goals or the situation.

• **ANALYSIS, PROBLEM-SOLVING, IDEAS** *15 min.*

The focus person directs group attention wherever they like.

Brainstorming, problem-solving, more questions, advice, etc.

• **NEXT STEPS** *2 min.*

The focus person commits to next steps they will try.

Reflect on the session overall & plan the next meeting



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