

FSLI training program in Peer Coaching

Time: 1 hour 20 minutes

Program Description:

This workshop provides instruction in and practical experience with the techniques of Peer Coaching. Participants discuss the differences between management and leadership approaches to problem solving and the impacts on organizational culture and capacity when each is employed. Then the group examines and brainstorms the type of questions to use when engaging in Peer Coaching and how they relate to reflective listening.

Groups of 3-4 form, with each member taking on a series of roles in ~15 minute-rotations. These roles include:

Presenter: this person shares a real-world problem, challenge or issue with the small group

Peer Coach: this person listens and asks questions in a Peer Coaching style to the Presenter.

Referee: this person monitors the discussions, calling attention to when the group is engaging in problem solving rather than Peer Coaching strategies.

Time Keeper/Note Taker: this person manages the time of the interaction and makes any notes about particularly good questions, patterns of problem solving, or other learnings from the exercise.

In the event that the group has only 3 people, the time keeper and referee are the same person.

Each Presenter shares their topic/issue/challenge for about 5 minutes. Then the Peer Coach engages with the Presenter for 8 minutes, asking questions. The last 2 minutes are reserved for the group to debrief the experience. Typically groups talk about how challenging it was to refrain from "telling the person how to solve their problem", how challenging it was to come up with questions, which questions were the most helpful to ask and answer, and the value they see from this type of a skill.

Each group rotates through the 15 minute exercise until all participants have had the chance to fulfill all roles.

The group then comes together for a debrief on the experience.