

Info sheet for Peer Coaching

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Document control

Document history

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Info sheet of Peer Coaching

Basic info

Methodology name: *Peer coaching*

Also known as: Peer mentoring, Colleague coaching, Peer-to-peer coaching, Peer support coaching, Peer development coaching, Peer growth coaching, Professional peer coaching, Peer-led coaching.

Derived from: Hands-On Educational Consultancy, PLOT.

Author of the methodology: Marcia S. Hagen, Tani K. Bialek, Shari L. Peterson, Hodges Simons

Explanation

Peer coaching is a process in which **two or more individuals work together** to support each other's **professional or personal development**. In a peer coaching relationship, one person acts as a coach, offering support, guidance, and feedback to the other person, who is known as the coachee.

Peer coaching can take many forms, but it typically involves regular meetings between the coach and coachee, during which the coachee sets goals, discusses challenges, and receives feedback and support from the coach. The coach may also offer specific strategies and tools to help the coachee achieve their goals.

How to demonstrate it

- 1) **Define the purpose and objectives** of the program
 - a) For example, if the goal is to improve the team's efficiency, focus on relevant objectives, such as increasing the team's knowledge sharing, developing leadership skills, or improving communication.
- 2) **Orient the team** members regarding the program
 - a) Orienting the team members involves letting them know the program's purpose, objectives, structure, desired outcomes, and benefits.
- 3) **Create a coaching culture**

- a) You can create a coaching culture by providing training and resources on coaching, which may be as workshops, reading materials, or online courses.
- 4) **Assign coaches** to facilitate group coaching sessions
 - a) Peer coaches help facilitate the learning process and ensure that the team stays focused during group coaching sessions.
- 5) Develop **a system for receiving feedback**

You can develop a feedback system by setting up a way for employees to provide feedback regularly. This may include surveys, interviews, observations, or focus groups.

Listening, questioning, skilful dialogue and non-judgment are essential as the coachee and coach engage in the three phases of the coaching cycle:

1. a planning conversation in which the role of the coach is to help the coachee determine their goals and their plan and processes for achieving them;
2. an observation phase where the coach observes the teaching session and collects the relevant data asked for by the coachee, and
3. a reflective conversation where data collected is presented back to the coachee. The coach does not provide feedback or interpret the data. The conversation is focused on assisting the teacher to reflect on what they did and how they did it, to interpret their own data, identify their learning, and next steps forward.

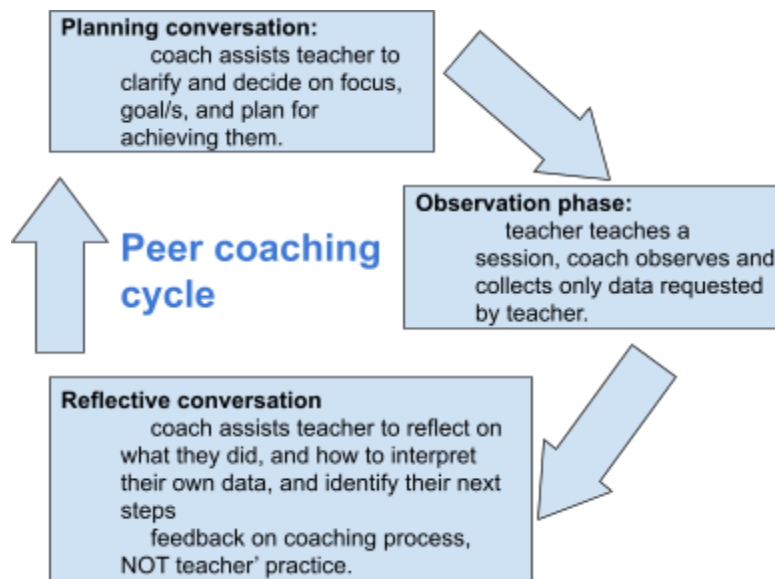


Image 1: Peer coaching process

The Coaching Cycle diagram further specifies the roles and responsibilities of the coach and coachee:

The Coaching Cycle

<p>Planning conversation: coachee</p> <p>decides on their goal & success criteria</p> <p>and shares how they will achieve their goal</p> <p>determines the role of the coach & observational focus.</p>	<p>Planning conversation: coach</p> <p>listens, pauses, paraphrases, asks questions</p> <p>clarifies focus & summarizes the coachee's goal</p> <p>draws out the specifics of how this will be achieved</p> <p>clarifies expectations & their role</p>
<p>Observation phase: coachee</p> <p>-teaches the session</p> <p>-makes mental notes (meta-cognitive)</p>	<p>Observation phase: coach</p> <p>-observes specified focus collects agreed data documents evidence</p>
<p>Reflective conversation: coachee</p> <p>-reflects on the session outcomes</p> <p>-articulates what happened, how & why</p> <p>-interprets & reflects on the data</p> <p>-makes forward plans & next steps</p> <p>-provides feedback on the coaching process</p>	<p>Reflective conversation: coach</p> <p>-inquires: asks probing questions to guide coachee's reflections</p> <p>-clarifies & extends coachee's thinking</p> <p>-assists coachee to make connections</p> <p>-shares data collected: reports without judgment (description, not interpretation)</p> <p>-summarizes coachee's reflections & next steps</p> <p>-asks for feedback on the process</p> <p>-clarifies on-going support desired</p>

Image 2: Peer coaching process

In summary, group coaching will require you to step outside your comfort zone. To create learning, you'll need to be vulnerable in exploring your challenges and in summoning the courage to question others on sensitive issues and give direct feedback.

More info and sources

- <https://ca.indeed.com/career-advice/career-development/peer-coaching>
- <https://hbr.org/2021/04/the-surprising-power-of-peer-coaching>
- Images source:
<https://www.allthingsplc.info/files/uploads/types-of-coaching.pdf>