

## **Peer Coaching**

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In peer coaching, two leaders come together, share in conversations, reflect on and refine their professional development, usually immediately upon observing & participating in a shared team meeting. Their relationship is built on confidentiality and trust in a non-threatening, secure environment in which they learn and grow together; therefore, peer coaching is always an intentional, even exchange. Each person takes turns being the learner, and then the coach. Each has something to learn. Each has something to offer.

### **Peer Coaching...**

- Is strongly related to organizational success and a positive work climate
- Increases the odds of sustainable, positive employee behavior change (personal change is hard to do alone)
- Grows the learner *and* the coach
- Is a key leadership development need

### **What Peer Coaching is NOT...**

- Mentoring
- Consulting (giving expert advice)
- Therapy or counseling
- Making decisions for the learner

### **Some suggested Ground Rules/Agreements:**

- Respect confidentiality!
- Listen... actively
- Honor differences
- Do things differently
- Be open to feedback
- Have fun!

Based on a mutual decision to commit to specific agreements and intended outcomes, peer coaching offers opportunities to challenge and grow beyond what any other type of program can hope to achieve.