



National
Managers'
Community

Communauté
nationale des
gestionnaires



Welcome!

NMC Peer Coaching Circles



Safe Space

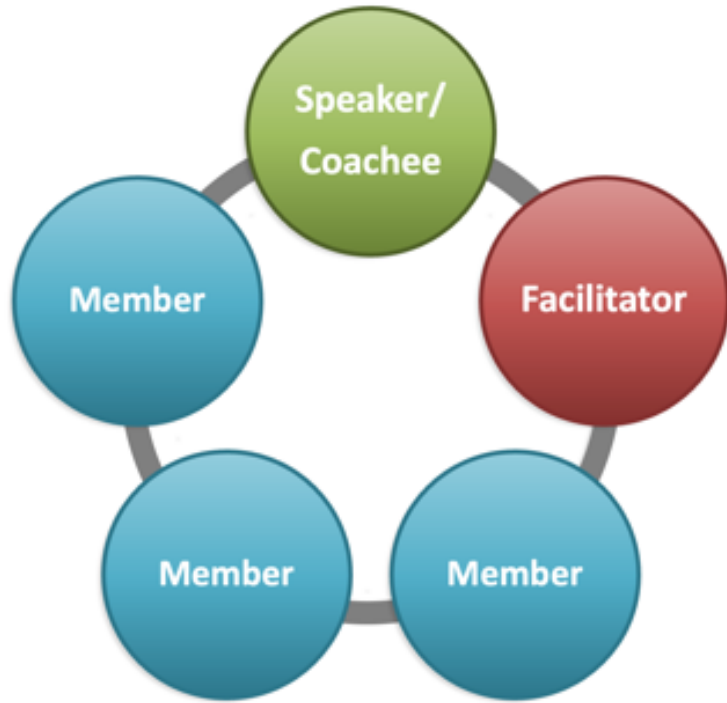


What is a Peer Coaching Circle?

- Guided by a trained facilitator,
- it is a confidential process of collaborative inquiry (peers asking open-ended, non-leading questions)
- through which a small group of colleagues meet regularly to help each other:
 - learn together,
 - address real challenges and issues,
 - explore possibilities and
 - take action to achieve desired results.

***Advice giving – and advice asking –
are put away during the circle***

Peer Coaching Circle Roles



Facilitator (1 or 2)

- Moderating/supporting the Peer Coaching process

Coachee (1)

- Person presenting their topic

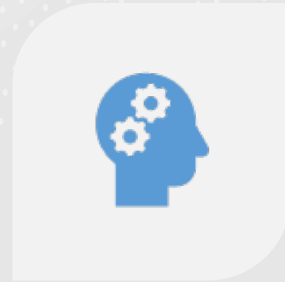
Coaches/Members (3-6)

- Practicing coaching and asking open ended questions

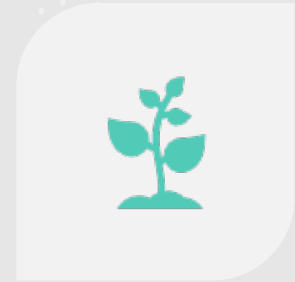
Observers (Optional)

- Observe the flow of the coaching session and note what they think went well and questions they would have asked

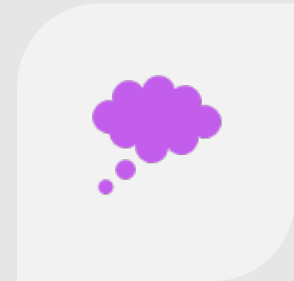
Peer Coaching Circle Process



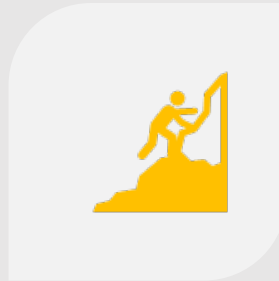
COACHING
TOPIC



COACHING &
EXPLORATION



REFLECTION



ACTION



The Power of Open-Ended Questions

Asking open-ended questions, help boost critical and creative thinking, spark communication skills and much more!



Where are you at right now?

What are you thinking about?

What do you need?

What's showing up for you?

Why is that important to you?

How do you feel?

What's getting in your way?

What is your biggest worry?

What solutions do you see?

Who can support you?

How will you achieve it?

When will you start?



AVOID!

1. Closed Questions – They illicit 'yes or no' response
2. Leading Questions – “Have you tried...”
3. Preamble / Paraphrasing – “So what I hear you say is....,”

Be Present

PRACTICE
M A K E S
PROGRESS

