



National
Managers'
Community

Communauté
nationale des
gestionnaires

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Welcome!

NMC Peer Coaching
Circles

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What is Peer Coaching?

Facilitated by a trained lead, helping colleague managers to:

- explore new possibilities and discover solutions...
- to present concerns/challenges/situations...
- by remaining curious and, taking turns asking open-ended questions in a safe space.

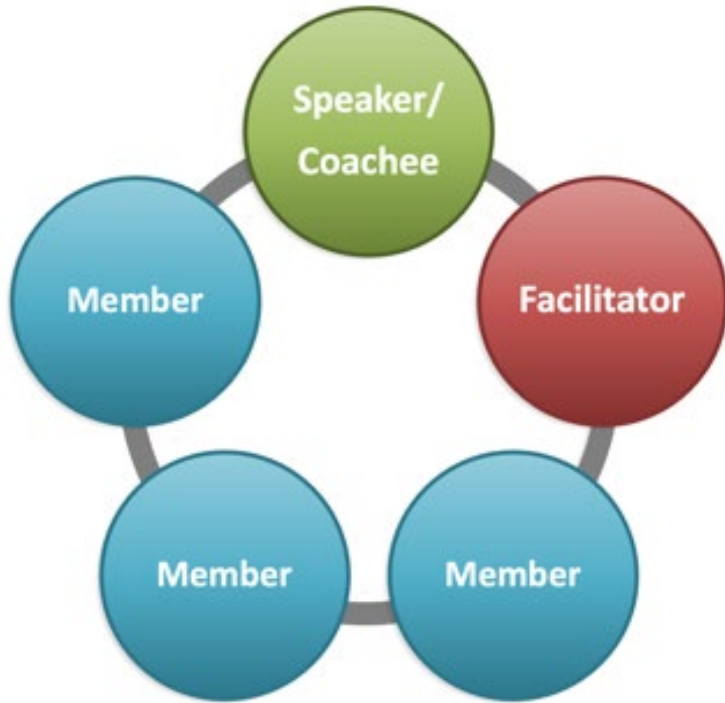




Safe Space



Peer Coaching Roles



Facilitator

- Moderating/supporting the Peer Coaching process

Coachee (1)

- Person presenting their topic

Coaches/Members (3-6)

- Practicing coaching and asking open ended questions

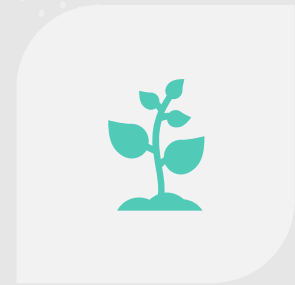
Observers (Optional)

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

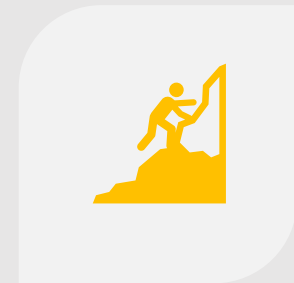
Peer Coaching Circle Process



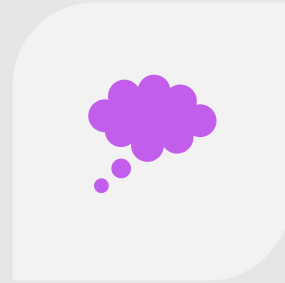
COACHING
TOPIC



COACHING &
EXPLORATION



ACTION



REFLECTION



Selecting a Coaching Topic

A coaching topic can be focused on a challenge, a dream, a desire for change or a curiosity. It can be broad in scope, or very specific in nature.



Questions to ask yourself when exploring a potential coaching topic.

What do I want more of?

What is holding me back?

What am I tolerating?

What is my dream?

What do I want to be different in my life?

Where is my life out of balance?

Where am I feeling stuck?

What do I want more clarity on?

What will help me reach my goal(s)?

What challenges am I trying to work through?

The Power of Open-Ended Questions

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



ASK!

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

