

## How to do Peer-to-Peer Coaching

**Gather in a group of at least three members or more (ideally, max. 6)  
You will need 20-30 minutes per person & challenge.**

### **This is how you run it:**

1. One team member presents their challenge and briefly elaborates. (5')  
Focus on the most important aspects to get the challenge without going into every detail.
2. Others can ask any clarifying questions. (5')  
Do not give any ideas or advice, share past experiences or "I would do...". Keep it to clarifying questions only.
3. Team member with challenge mutes themselves and turns off their camera.  
Others share ideas and thoughts. (15')  
Please note: It is very important that the person with the challenge turns off their camera (or turn around to not face the group if done onsite). Why? Because by doing so their nonverbal language will not distract or guide those who are feeding forward hence allowing others to sharing freely.
4. Team member with challenge comes back off mute and on camera and briefly reflects and appreciates. (5')  
Important! It is up to the person with the challenge to decide which of the ideas they find appealing or fit for purpose. They do not have to justify which ideas they will discard and which to explore further. The peers have given the person gifts of ideas igniting further inspiration, and they will make good use of it – however that may look like.
5. Someone else can present their challenge, and the cycle restarts.

### **Try it!**

**See the following page to learn more about the benefits of Feedforward versus Feedback.**

TRADITIONAL  
**FEEDBACK**

Affirms what the person already knows.

*“You’re really good at that.”*

Points out problems.

*That idea won’t work because...*

Is an “information dump.”

*Think rubrics with 10-20 different measurements.*

Tries not to be mean.

*“Praise sandwiches” hide criticism inside gauzy praise.*

Doesn’t always offer a plan of action.

*Focus is on measurement, not a plan for change.*

Comes from the top down.

*Delivered within a strict hierarchy, from people on the same team.*

THE  
**FEEDFORWARD** APPROACH

**Regenerates** talent.

*“Would you lead a training on that?”*

**Expands** possibilities.

*What if we added this?*

Is **Particular**.

*Is ongoing, embedded in instruction, and focuses on just a few things.*

Is **Authentic**.

*Describes the problem and its impact, then prompts the person for a solution.*

Has an **Impact**.

*Has the person create a specific, step-by-step plan for improvement.*

**Refines** group dynamics.

*Rich, varied input comes from people with different viewpoints and skill sets.*