

PEER COACHING GROUPS



SIGNIFICANTLY ACCELERATING DEVELOPMENT

of high potentials and other key players through group coaching

Vantage coaching focuses on aggressively leveraging strengths and shoring up important gaps, with an explicit intent to deliver financial ROI to the business while building organizational capability for the future.

Group coaching adds an additional dimension and builds on our executive coaching philosophy. We still work in close collaboration with the participants' managers to determine the most relevant and actionable developmental targets. However, participants also have the benefit of getting colleagues' best thinking and input on the challenges they bring to the coaching session.

In our experience, group coaching is a win-win-win-win proposition. That is, the individual leader benefits through his/her enhanced confidence and impact, colleagues learn from one another and gain exposure to additional areas of the organization, the business benefits in tangible near-term ways and in strategic capability-building, and the leader's team benefits through his/her enhanced management skills.

If you have questions about this service or wish to talk to references, please contact us directly at 312-236-9351, or info@vantageleadership.com

Vantage Leadership Consulting Talent Accelerated

20 North Wacker Drive, Suite 2720
Chicago, Illinois 60606
T: 312-236-9351
F: 312-236-4701
www.vantageleadership.com

Expert coaching, next-level networking, and an opportunity to tap deep cross-functional knowledge—all in one service.

Vantage coaching engagements:

- **Equip individuals with the skills required to improve business and financial results.**
- **Prepare leaders to handle new challenges, work cross-functionally, and operate successfully at the next level**
- **Increase the commitment, retention and competitive advantage of talented professionals who are actively seeking opportunities to fully leverage their capabilities and potential**

The Vantage team is composed of seasoned coaches who have worked with leaders from a wide range of functions and industries on both a domestic and international level. We are adept at matching our consultants to particular individuals and unique situations.

Why Peer Coaching Groups?

Peer coaching groups are structured around the same philosophy we employ in our one-on-one executive coaching sessions, but with the added opportunity to learn from one's peers and take broader organizational dynamics into context. PCGs establish a forum for colleagues to get support with real issues they're facing on the job, discuss obstacles and ideas with one another, build resiliency, and develop both interpersonal skills and systems thinking. PCGs break down silos and provide exposure to different challenges, priorities, and constraints of areas of the organization individuals might not otherwise be familiar with.

When Should You Choose Peer Coaching?

The effectiveness of Peer Coaching Groups is based in group therapy literature. Studies have shown group interventions can lead to greater behavior change because leaders are required to be vulnerable, state their intentions out loud, and make visible commitments. Peer coaching can be leveraged on its own or as an extension of a rigorous leadership development program, to maintain momentum on implementing action plans and pursuing identified goals.

A Process Sample

The Exercise: Group members prepare for the meeting by answering the questions below. Each member describes their challenge to the group, answers any clarifying questions, and then listens without speaking while the group discusses their issue. After listening to the group discussion, the leader states the action they intend to take based on the conversation.

- 1) In a few sentences, what issue do you want to discuss during the peer coaching session?
- 2) Why is this issue significant at this time? What impact does it have on the unit you lead?
- 3) What outcome are you trying to achieve? Is there potential for unintended consequences?
- 4) Please provide some relevant background information. What have you done already to address the issue?
- 5) What do you want from your peer group? (Coaching, insight, encouragement, suggestions, etc.)

What's the Difference Between Peer Coaching and Team Services?

Our High Performance Team Solutions® are designed to maximize the effectiveness of intact teams. Based on our in-depth research into what differentiates the most effective management teams from the rest, we have identified five dimensions of HPTs that we use to improve team performance through evaluation, feedback, action planning, and accountability. Peer coaching, on the other hand, is a way for leaders to expand both their networks and perspectives by connecting people across the organization, often from different business units.