



Peer Support within Organizations: 3 Approaches

PEER COACHING CIRCLES; LEADERS CLINIC – PEER CONSULTANCY; AND PEER
PROBLEM SOLVING



3 Approaches: What they have in common

Peer Coaching Circles

Leaders Clinic – Peer
Consultancy

Peer Problem Solving

- Confidentiality
- Coaching Skills:
Listening; Inquiry
- Action focused and
accountability
- Trust
- Time structured

3 Approaches: Variations

- ▶ Standing teams (leadership teams, departments)
- ▶ Caucus based – race, gender, positional
- ▶ Focus of the group
 - ▶ Open-ended peer support
 - ▶ Client – program specific (*I'm having a challenge with a client. . .*)
 - ▶ Internally (*I'm having a challenge with a teammate . . .*)
 - ▶ Organizational change and transition
 - ▶ Issues of race, gender, class, power & privilege within the organization