

# 10 TIPS | **PEER** COACHING

by Terry B. Walling



Open (re)Source

LEADER | **Breakthru**

# **The Power of *Peer Coaching***

Terry Walling, Leader Breakthru  
www.leaderbreakthru.com

Don't underestimate the gift of your presence in a peer's life!

You are in a privileged position to walk together, with another. Who else can fully relate to the demands of living leadership out on a day-to-day basis that you may be facing, except for a fellow peer.

Peer coaching can be one of the most effective developmental tools that a leader can access. Research conducted by the coaching organization I worked with for over twenty years (CRM - Church Resource Ministries) has shown that peer coaching has a lasting and effective impact in five core arenas of a leader's life:

- 1. Personal Leadership: Your ability to manage and lead yourself effectively and consistently.**
- 2. Emotional Wellness: Coping with the emotional demands and challenges in your life, leadership and ministry?**
- 3. Spiritual Growth: Ongoing sustainability. Interior growth and development. Is it well with your soul?**
- 4. Professional Development: Understand and advancing your unique contribution and how it is expressed to others. How are you growing you, and learning as a leader?**
- 5. Self-awareness: Issues of self-definition. Knowing the strengths and the blockages that impact your advancement as a leader.**

## **TEN Tips for Making Peer Coaching Work**

- 1) Be very clear and honest with your peer coach on what kind of help you are looking for from the relationship. The clearer the outcomes and upfront expectations the better the chance that you will receive the help that you need.
- 2) Get your coaching times into your calendar, schedule two appointments ahead, and stay 30-days in advance. Our experience has shown that leaders who give the coaching experience calendar-priority get more out of the relationship. Before you end your coaching appointment make sure that you get the next appointment on to the books.

- 3) Our research has shown that the more time you give to one another the greater the result. Typically: 45-60 minute format tends to be a workable amount of time for peer coaching which gives each of the partners the proper amount of focus.
- 4) Be specific and intentional in your ongoing accountability. Use questions scripted from the pervious call that your peer coach will ask a your next time you together.
- 5) Help your peer-partner by keeping some simple notes of the issues that he has discussed with you. Email them to him or her after the appointment. In particular, record the accountability items that he has agreed to and make sure to ask him about them the next time you meet together.
- 6) Develop lessons and action-steps which address the need to apply the discussion and learning to practical tasks. Refining and devising key, next steps and new strategies can speed up the change and learning.
- 8) Alternating and protecting the coaching environments - mixing up the locale where coaching takes place, protects safety and allows for coaching to stay fresh in its approach. Having lunch with your co-worker in the cafeteria, coffee at Starbucks, meeting in conference room, etc.
- 9) Mix up your approach. Sometime focus on issues at hand, other times do a book read, others would be to interact around common issue, a fourth might be to discuss issues of personal development one week, and skills and new methods the next.
- 10) Watch the momentum – Too long between and each peer coaching session involves more catch-up. Too often can cause the coaching to turn into a duty/responsibility as opposed to a value added experience. Twice, monthly tends to be the preferred.

---

More tools and free resources:

<http://www.leaderbreakthru.com/resources/free-resources.php>