

# PEER COACH TRAINING



Experience the Power of Authentic, Growth-Centered Peer Relationships

## Orientation: Getting Started



# Overview: Orientation

## Purpose

The orientation session is designed to give people enough of an understanding of what peer coaching is and how it works so they can enthusiastically get on board. Because this training process requires consistent attendance (as well as being vulnerable and doing homework), it is crucial that people join because they choose to and not because they were roped into this by the leader. Make sure everyone has their questions answered, understands what is required, and grasps why peer coaching is important.

In summary, this session has three main learning objectives:

1. **Vision:** People understand why peer coaching is important to them and to the group, and they want to go through the training because they believe it will help them grow.
2. **Logistics:** Everyone has their materials, understands the program and the schedule, and knows what is required of them during the week.
3. **Commitment:** People's questions are answered, they understand what they are getting into, and they have made a serious, informed commitment to being there each week.

## Quick Overview

The first video segment presents why accountable peer relationships are vital to growth, and how the coaching approach is uniquely suited to these relationships. This is followed immediately by a short demonstration of what a real peer coaching session looks like. Participants get a chance to debrief after the demonstration and discuss peer coaching principles. During this time we have also provided a few minutes where you as a leader can share how you believe peer coaching will help your group.

The second video describes the nuts and bolts of how the training process works. A question-and-answer period afterward gives everyone a chance to clarify expectations and make certain they understand what they are committing to. Reviewing and signing the "Commitment Form" encourages the group to covenant together to faithfully show up each week. Because you go through this program in pairs or triads, dropping out or only showing up half the time ruins the experience for your peer. It is crucial to ensure that people have made a serious, informed commitment to see the process through.

## Schedule Overview

Introduction .....	6–8 min
Video Part I: <i>The Power of Peer Coaching and Peer Coaching Demo</i> .....	10 min
Debriefing .....	10–15 min
Video Part II: <i>Training Overview</i> .....	4 min
Question and Answer Period .....	10–15 min
Review the Training Schedule and Commitment Form .....	10 min
Action Step .....	3 min

## Background Reading

*Leadership Coaching*: Read the introduction and chapters 1–2 (pages 1–30).



# Facilitator's Notes: Orientation

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## As People Come In...

- Pass out workbooks and take payment if needed
- Note who has come on the attendance form

## Introduction

1. Welcome the group to Peer Coach Training
2. Share why you personally are excited to be doing this training (your notes here):

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3. *"Our three learning objectives for this session are:*

- *"To catch a vision for peer coaching relationships"*
- *"To understand how the Peer Coach Training process works"*
- *"To make an informed commitment to join in"*

4. Begin with a brief word of prayer



10



## Video Part I: The Power of Peer Coaching

10



1. Have people find the "Orientation" handouts in their workbooks (pages 10–11)
2. Play the video segment

Both video sessions (*The Power of Peer Coaching* and *Peer Coaching Demonstration*) play back-to-back. The video stops and returns to the menu screen automatically when it is time for the next activity.



10-15



## Debriefing: The Coaching Approach

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*Question: "What stood out to you about the coaching approach?"*

- +? *"Who did most of the talking? Why is that important?"*
- +? *"What are some differences between this approach and the way you are used to working with people?"*

Allow several people to respond and discuss this open question. Usually people will pick up that the coach is listening and asking questions



# Facilitator's Notes: Orientation

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instead of giving advice [LC pg. 21–22], or that coaching helps people do what they want to do instead of telling them what to do [LC pg. 5–8]. Mentoring is *imparting* what God has given you to your peer. Coaching is *drawing out of* your peer what God has given to him/her [LC pg. 9–10]. See the list [LC pg. 30] for more characteristics. If people are having trouble coming up with significant answers, use the follow-up questions.

*Question: "Based on this demo, what would you say is the difference between a peer coaching conversation and just sharing informally with a friend?"*

+? *"Peer coaching has a structure to help you be strategic about personal growth. What growth structures did you see in this conversation?"*

Peer Coaching is a strategic relationship that has a structure to facilitate growth [LC pg. 13–15]. The conversation did not just happen—they were following a format. Examples of specific structures used are growth goals, accountability questions, developing action steps at each meeting, a covenant, and working first with one person and then the other.

*Question: "What did the coach do that kept Steve responsible for his own growth instead of taking responsibility for him?"*

+? *"What would it look like if the coach **had** taken responsibility for Steve's growth in this situation?"*

+? *"Where did the ideas for the action step for the following week come from? Why is that important?"*

+? *"What did the coach tell Steve to do?"* [Discuss]

The peer coach let Steve take responsibility [LC pg. 43, 67] to set the agenda, choose his own goals and accountability questions, and give his peer permission to ask them. Steve was also asked to come up with and clarify the steps for the following week [LC pg. 8, 21–25]. No advice or suggestions were offered by the coach.

*Summary: "God has given each of us the responsibility for our own lives—it is your life, and you are accountable for the choices you make. Coaching is working with people in a way that honors that responsibility."*



# Facilitator's Notes: Orientation

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4



## Video Part II : Training Overview

11



Play Video Session Part II. The video will stop and return to the menu screen when it is finished.



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## Q & A: The Training Program

Question: *"What questions do you have about peer coach training?"*

+? *"What else do you want to know about what is expected of you or what you are committing yourself to?"*

+? *"Is there anything else you would like to ask about?"*

Question: *"What are you looking forward to in this training process?"*

+? *"What do you like about what you have seen so far?"*

+? *"What do you see as a compelling reason for us to do this?"*

+? *"How do you feel having a peer coach could help you personally?"*



5

## Review the Schedule

1. Review the schedule for the format you are using for the training process (see page 21 of the *Facilitator's Guide* for format options).

- *"Do each item in the schedule in order, and check them off each week as you do them. If you have all the boxes checked that are listed above a group session, then you will be all ready for that session."*

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2. Turn to the "Action Step Checklist" on page one of the workbook.

3. Have people write the date of each training session into the "Date" blanks.

The schedule on page one tells them exactly what to do before each group session, so there is no confusion. Your *next* session will be Session 1.

4. Have people write their name in the "Name" blank at the top of the page so they do not lose their workbook.

# Facilitator's Notes: Orientation



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12



## Review Commitment Form

1. Have people read through the "Commitment Form" on page 12.

If you would like to have people sign a copy of the commitment form and hand it in to you, photocopy that page beforehand and have them sign the one in their manual plus a copy for you.

2. *"There are three things I want to highlight:*
  - *"The Time Commitment: This course will take 30 to 45 minutes during the week in addition to the weekly group sessions."*
  - *"The Attendance Commitment: Since you will go through this with a peer partner, if you are not there each week your peer gets left alone."*
  - *"The Growth Commitment: You will need to choose a growth goal you want to work on and take action on it."*
3. *Ask for a commitment:*
  - *"Do you have any questions about what is expected of you?"*
  - *"Are you ready to make the commitment to come each week to the group sessions and take responsibility to do the outside work?"*

Asking for people to agree verbally solidifies their commitment, for the same reason we have new believers testify publicly to their faith.



3



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## Action Steps

1. Have people flip to the "Action Step Checklist" on page one of the *Workbook*.
2. *"This week your action step will be to read pages 7 and 8 in the Workbook. We are doing these steps to get ourselves in the habit of being held accountable, because that is what we are going to do in our peer relationships. So take this seriously! The first thing we will do next week is have each of you give a report to one another on what you learned from the reading."*
3. Option: If you are doing the optional reading assignment from *Leadership Coaching*, highlight that in the "Action Step Checklist" as well.

