

THE ILLINOIS NETWORK FOR WOMEN IN HIGHER EDUCATION PRESENTS

I N W H E



▶ A WEBINAR

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What is Peer Coaching?

- A professional development tool available at a low cost
- Is this mentoring?
 - Like mentoring but bi-directional
 - Discuss goals, career aspirations & challenges



Building Trust with Peer Coach

- Establishing an authentic connection with someone outside your area
- We recommend choosing a peer coach that is someone who is outside your own reporting line
 - Someone who doesn't necessarily have a vested interest in how you answer the question
- We have paired administrators with team members, managers with non-managers.
- [Video Link](#)

More on What Peer Coaching is and isn't

- Peer Coaching is founded on trust
- Peer Coaching is voluntary
- Peer Coaching is not a competition
- Peer coaching is non judgmental
- It is professional, not social dialogue
- Peer Coaching is supportive
- Peer Coaching is not an evaluation tool
- Peer Coaching is based on individual growth

Peer Coaching Format

- One-on-One coaching and group discussions
 - One-on-One
 - Frequency of meeting depends on the peer coaches, at least monthly recommended
 - Group Discussion
 - Voluntary monthly meeting of entire group
 - Initially discussed best practices for actively listening and coaching techniques
 - Now generally focuses on assigned reading topics which generate healthy discussion on leadership and career development

Peer Coaching Group Discussions



Team Approach

- We're all in this together

Break Out Session

Challenge:

People in each group find **two things they have in common** (besides work in Higher Education)

Question:

- What benefits do you see to Peer Coaching?

- Each group will have up to 5 minutes to get to know each other and discuss the following question.
- After time has elapsed will report back and share similarities with the large group as an introduction and generated answers to the question.

My Personal Shared Benefit: Building Campus Connections

Assists with
generating ideas
for collaboration

Immediate Outcome
for Urbana campus:
First IT Pro Orientation
was held in September
2009.



How Do you Get a Coach?

- On the University of Illinois campus
 - Started with IT community and the group leader paired coaches together
 - Both blind date and previous knowledge of peer coached had positive response
 - Some peer coaches self-selected
- Suggestions for other campuses or expanding
 - Not required to function on a single unit/community
 - Recommend brief survey to pair coaches with similar interests or availabilities

Ok, I have Peer Coach. Now, What do I do?

- Goal Setting / End of the Year Evaluations
- Discuss desired career paths
- Tackle current work issues at hand



Importance of Active Listening

- The most important thing to keep in mind when coaching is to actively listen.
- We may think it's helpful to listen by offering up our own life story. It's not. Always telling others what to do based on our experiences is not necessarily effective.
- When coaching, let the other person explain.
Active Listening Videos ([kids](#)) ([adult](#))

Sample Questions

How to let them elaborate

- What do you feel you need to work on to improve?
- Why is this an important area for you to address?

Ask open-ended questions aimed at underlying issues, concerns, commitment:

- How might this show up for others you interact with?
- How long has this been an issue for you?

Sample Questions

Ask questions to bring out possibilities:

- How might you go about improving in this area?
- What have you tried in the past?
- If you got better at this, what would be the benefit to you?
- What are you committed to improving?

Sample Questions

Anticipate breakdowns:

- What are things that are likely to interrupt your progress?
- What old habits or patterns could get in your way?
- When one of those occurs, how will you respond?

Additional Overall Benefits

- Personal development plan
- Transfer training to the workplace
- Reduce isolation among leaders
- Establish collaborative norms
- Encourage reflective practice
- Build a shared knowledge base
- Enable leaders to give and accelerate leadership
- Receive ideas
- Share successful practices

Remaining Questions?

- Additional Questions regarding what Peer Coaching is?
- Need more examples of how to get started?

INWHE
Illinois Network for Women in Higher Education



**HOLD THE DATE: APRIL 23, 2010
INWHE ANNUAL CONFERENCE**

***LEADING FROM WHERE YOU ARE: HAVING AND BEING
A MENTOR***

***Keynote Speaker: Dr. Sylvia Manning; President,
Illinois Higher Education Commission
Robert Morris University
401 S. State Street, Chicago***

For complete information visit:

<http://www.inwhe.org/conference/index.htm>