

Peer Coaching Spring 2024

PROGRAM OVERVIEW



What are Peer Coaching Groups?

Peer Coaching groups are small groups of students who come together to develop their leadership through the sustained and supported focus of targeted skill-related behaviors. Participants will meet regularly to coach and to be coached on their leadership development.

Groups, with the support of an Executive Coach, will share their developmental opportunities, work together to identify opportunities to practice change, and support each other in following through on targeted behavioral changes.

For example, a Peer Coaching group member may be working on a specific leadership development area, such as influence. Other members of the group may have a similar leadership development area, or they may not. The value of participating in coaching with peers is that students will not only get personalized coaching on their goals but also get to support the goals of their peers and practice their coaching skills in tandem.

What is required to participate?

- Pledge to meet for all sessions (see program overview) including the **REQUIRED** Session 1: Workshop on **Friday, February 23rd**, in-person, from **12:00 – 1:30 pm EDT**.
- Commit to engaging in purposeful new behaviors systematically and persistently.
- Be willing to share openly with peers and actively support the development of peers through participative engagement.
- Desire to practice and build peer-coaching skills through focused action.
- Demonstrate an attitude of humility, coachability, service to others, and lifelong learning

How do I participate?

- **Complete the application between January 19 – 31, 2024.** *Students who wish to participate and do not apply by January 31 @ 11:59 pm EDT will not be accepted.*
- Commit to attending all group meetings.
- Sign the coaching group norms agreement during Session 1: Workshop.

Program Overview:

	Session 1: Workshop	Session 2	Session 3	Session 4	Session 5	Session 6
Date	90 minutes Friday, February 23 12:00 – 1:30 pm	90 minutes Week of Feb 26- March 1	90 minutes Week of March 11-16	90 minutes Week of March 25-30	90 minutes Week of April 8 -13	90 minutes Week of April 22-27
Location	In-Person TBD	In-Person	*Virtual/ Hybrid	*Virtual/ Hybrid	*Virtual/ Hybrid	In-Person
Audience	All Executive Coaches & All	Executive Coach & Students	Executive Coach & Students	Executive Coach & Students	Executive Coach & Students	Executive Coach & Students

	enrolled students					
Topic Focus	-Peer Coaching Overview -Group Reveals! -Team Building & Group Norm Creation	- Coaching Skills Development & Individual Goal Setting	-Practice: Case Sharing & Coaching Skills Application	-Practice: Case Sharing & Coaching Skills Application	-Practice: Case Sharing & Coaching Skills Application	-Conclusion & Next Steps

FAQ's

Who can participate in Peer Coaching?

Peer Coaching is available to first-year and second-year MBA students.

If you are a first-year student interested in the Executive Coaching and Feedback Program (ECFP), you can participate in Peer Coaching as a first-year and ECFP as a second-year, in fact, it's encouraged! Additionally, second-year students who missed the ECFP deadline or are currently enrolled in the ECFP program will find Peer Coaching a valuable opportunity for fieldwork and growth.

How many students will be assigned to each group?

Group size will range from 6 to 8 students.

How many sessions will I have with my group?

Each group will meet 6 times.

How are groups created?

Students will be selected and grouped by the Executive Coaching and Feedback Program.

Who are the Executive Coaches?

*Executive Coaches selected for this program come from our **Executive Coaching and Feedback Program (ECFP)** coaching bench. These Executive Coaches have expertise in Peer Coaching and will facilitate all meetings.*

Will I have the opportunity to coach others during this program? Will I have the opportunity to be coached during this program?

Yes and Yes! Students are expected to coach and be coached by their peers within the group.

How should I prepare myself for this Program?

Coaching and being coached requires curiosity, humility, active listening, suspension of judgment, and willingness to share.

If you have any questions, please indicate with a subject of "Peer Coaching" and contact us at ecfprogram@wharton.upenn.edu.