Peer Coaching

Requirement
You must complete a minimum of 48 hours of peer coaching, 24 as a client and 24 as a coach.

After Module I: Life & Leadership Potentials Training, you will receive your first list of “peer assignments” which will include who you are coaching and who is coaching you. These assignments will last for 12 weeks, ending a few weeks after Module II (depending on exactly when you started the program).

After this 12-week mark is hit, you will receive a new “peer assignment” list which will include who you are coaching and who is coaching you for the final 12 weeks of peer coaching work.

Result: Your 24-hours of coaching includes you coaching 2 different peers; your 24-hours of being coached includes 2 different peer coaches.

It is the “peer client’s” responsibility to contact the “peer coach” to make arrangements for the sessions.

Your peer coaching hours should be recorded on the logs that can be found in Addendum 6. On each log, you will record the date of the session, the length of the session, and the peer coach or client’s name.

Length of Sessions: Each session should be 1 hour long. Occasionally (every 3-4 sessions), you should allow for 10 minutes of focused peer feedback. (Thus you will be spending 2 hours per week on peer coaching, one as a client and one as a coach.)

Confidentiality: In coaching, certain challenges and issues may come up in your sessions that may require supervision/feedback. In order to grow as a coach and to best help your peer client while maintaining confidentiality, please use the Lifeline Forum message board to get feedback on your challenge/issue. Post anonymously and do not reveal any identifying information on your peer client. An alternative is to consult your mentor coach at the beginning of a scheduled session, again, without giving identifying information on your peer client. If for some reason you do believe that you need to share confidential information, you must get permission from your peer client before doing so.

Coachability: Some people are not willing clients, and that may include your peer client. If this is the case, please discuss it with your peer client, and if help is needed, please use the Lifeline Forum message board. Again, please post anonymously and do not reveal any identifying information on your peer client.

Content: Through this process you will know the power of what we do from the client’s perspective. The way to get the most from the process is to work on real issues, challenges, and goals in your life. Be open to the process as a client so you can learn to be a better coach.

Periodically we have students who feel they don’t “need” coaching. If that’s the case with you, you may not understand the process or value of coaching yet. Remember coaching is not for people who “need” a coach; it’s for those who “want” a coach. Also know that every top coach in the world has his or her own coach. If you find yourself resistant to being coached, that might be the very thing you want to focus on. Investigate what your perceptions are around “being coached,” explore the cause of your resistance, and ask yourself how this resistance may be holding you back from being an even more powerful coach or may be affecting you in other areas of your life/work.
Feedback: On a regular basis, ask your peer client for feedback on your coaching.

Clients, please be direct and specific and offer constructive feedback that will be helpful to the coach. Coaches, use the Longitudinal Case Study Form for self-feedback. This form can be found online in the Student Center, Coach Tools and Documents. It is designed to help you review and/or evaluate your coaching sessions so that you can begin to identify what is working well during your sessions and what could work better.

For any issues relating to peer coaching, please refer to the Student Challenges section of this Handbook, use the Student Support or Lifeline Forum message board, or email your dedicated student support specialist.

FAQs: Peer Coaching

- What do I need to do if I’m going to miss one or more coaching sessions?
  A: First thing to do is contact your peer coach and peer client. If you will only miss 1 or 2 sessions, you can likely just schedule make up sessions with your coach and client.

  If you’re going to miss an extended period of time and many sessions, you must notify the peers you are coaching and being coached by so that they are aware of the situation. Then please contact Student Support at support@iPECcoaching.com so that arrangements can be made for all students involved.

- I’m behind several weeks on my coaching assignments. What is required to get caught up?
  A: Please contact support@iPECcoaching.com to discuss your individual situation.

- Exactly how many hours are required for peer coaching and being coached by a peer?
  A: The requirement is 24 hours of coaching a peer and 24 hours of being coached by a peer.

- What if our coaching session runs past an hour? Example: we stay on the phone for an hour and 20 minutes. Can we apply those 20 minutes towards our next session or regardless of how long we take, it will only count as one session?
  A: It will only count as 1 session regardless if it goes past 1 hour. The reason for this is simple – one of the goals of peer coaching is to experience the coaching process as a coach and as a client over a certain number of weeks. That will ensure the integrity of the process so that you can get the most benefit and develop the most confidence in how well the coaching works.

- If I am required to have a total of 24 sessions for the program, does that mean I need a total of 24 hours? Example: I miss a coaching session I need to make up. If we do our session for 1 hour and 15 minutes, does the 15 minutes get applied to the session I am trying to make up?
  A: You are required to do 24 sessions of 1 hour each. You can make up the session(s), but you cannot add time to a session to make up for missed time.
• **What if my coaching sessions go past Module III and I’m not done with my logs and total required hours?**

A: Very often, peer coaching doesn’t wrap up until after Module III. You just complete the required hours after your Module III and then will qualify for the oral exam upon submission of all required work and documents.

• **What if I don’t want to work with the person I was assigned to?**

A: On occasion in the coaching process (as a student and eventually as a coach), you may encounter a situation where you feel there is no connection with the client and/or that there is some reason why a connection cannot be made. We encourage you to try and work through the challenges and remove the “block” that exists, if at all possible. If, after having tried, you still cannot connect with your peer, you should contact Student Support who will assist you. It is important to keep in mind that you can learn from every person and every situation, even (or especially) the most challenging ones. In fact, some of the most challenging relationships offer the most learning opportunities.

• **What if I live outside of the United States and my peer lives in the United States?**

A: If you live outside of the United States and you are working with a peer who lives in the United States, you will be responsible for calling your peer. There are several free and economical online services such as OoVoo or Skype that you might want to consider using. Please contact your peer prior to your calls to make sure they have access to these types of services.