

WHAT PARTICIPANTS SAY

"I believe that peer coaching sessions are really valuable, through sharing of knowledge and supporting our colleagues, it creates a better team environment, which has a positive effect throughout the workplace."
(International MOOC 2017)

"Emotional state, activating resources, Miracle Question. These are good tools to use."
(workshop in Estonia 2017)

"I see it as a very useful tool to use with my clients but also for my private life"
(Neza Hlebanja, ZRSZ, Slovenia)

"The best of it is that it relieves the stress, because the whole model is about sharing and you get the insights from colleagues... on problems we all face"
(Marjetka Ursic, ZRSZ, Slovenia)

"I found out that is very important to not just give the solutions, but to provide the right question so the person come to the solution herself, that is very important!"
(Katja Zogan, ZRSZ, Slovenia)

"You lead other people to find their inner strengths to solve the problem"
(Mateja Pacnik, ZRSZ, Slovenia)

"I didn't have small expectations and they were pleased, peer coaching is very valuable,... the most valuable for me was the powerful questions"
(Vedran Mijolovic, HZZ, Croatia)

The EmployID peer coaching concept was introduced successfully and built on current skill levels at several Public Employment Services and Guidance Counselling Organizations in Croatia, Estonia, Ireland, Slovenia and UK paving the path for reflecting on their professional identity and work behaviour. In addition the EmployID peer coaching concept was introduced worldwide via the EmployID "Changing World of Work" MOOC (Massive Open Online Course) to the public and private sector. More voices from our participants can be found on our website, including video testimonials.

<https://employid.eu/peercoaching>
peercoaching@employid.eu



Peer Coaching and Core Skills

FINDING CREATIVE
SOLUTIONS TOGETHER

www.employid.eu



This project has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration under grant agreement no. 619619

WHAT PEER COACHING IS ABOUT

Peer coaching enables individuals to find solutions to everyday challenges they face in their work environment and to develop and share experiences. The process is designed to focus on solution-oriented approaches and to foster methods of support that create an effective learning environment. Peer Coaching provides unique opportunities to activate the capacity and capability of individuals and teams to cope with change in a productive way. It calls for solutions and positive actions, thereby enhancing the effectiveness of outcomes.

"This type [of coaching] refers to a specific form of coaching carried out among colleagues. The members of the group take turns in adopting the role of coach and thus provide coaching to each other. All members are responsible for the coaching process."

(ECVision Glossary, 2014)

OBJECTIVES

Peer Coaching enables individuals and groups to find solutions to everyday challenges, empowers to develop and share experiences, focuses on solution-orientation approaches, provides unique opportunities to activate the capacity and capability of individuals to cope with change in a productive way and calls for solutions and positive actions, thus enhancing the effectiveness of outcome and in addition networking and sharing experiences between trainers and coaches of organizations.

HOW YOUR ORGANIZATION CAN BENEFIT

- assists with managing the speed of change and smooth transitions through change;
- minimises the stress response sometimes associated with the introduction of new policies by building on existing good/interesting policies and practices;
- transforms the quality of early conversations;
- lifts performance by improvements engagement; and
- offers empowerment and support within an organisation for staff to develop solution-focused approaches.

WHAT WE CAN OFFER

The EmployID peer coaching training focuses on EmployID peer coaching to support individual and group problem solving and facilitation among peers. The training provides the EmployID coaching core skills on process knowledge and transfer, active listening, emotional awareness, powerful questioning and growth mindset. These skills can be applied effectively in a wide range of public, private and third sector environments.

Possible formats: workshops, online courses, webinars

We offer

- training,
- consultancy and
- support.

