



**Government  
Community of  
Practice**

**ICF Georgia  
Government  
Community of Practice  
Lunch and Learn Forum**

**March 18, 2021**



# Peer Coaching Benefits

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- Accountability - The perspective of a peer enables an individual to receive greater accountability in coaching
- Emphasis on Using Questions for Personal Development
- Accelerated Learning
- Perspective
- Practice and Reflection
- Individual Productivity
- Build Leadership Skills
- It Can Become Personal



# Types of Peer Coaching

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- Coaching Triad
- Reciprocal Coaching
- Peer Coaching in Coach Training Programs
- **Organizational Internal Peer Coaching (FCN & Atlanta FEB programs)**
- **Niche related peer coaching (Inclusion, Diversity, Leadership)**
- **“On Demand” Coaching (not formal coaching sessions)**
- **Others?**



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# Things to Consider Prior to Peer Coaching Session

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- Use a Formal Coaching Agreement
- Be specific about pro bono, expected compensation or In-Kind Exchange
- Set timeframe for coaching length (months), number of sessions, and length of each session
- Avoid coaching Supervisors and Direct Reports
- Confirm the availability to coach during work hours (Supervisor Approval for both coach & client)
- Permission form for recording if using for coaching credential application
- Confirm availability of Organizational assessments and coaching tools
- Use no or low cost assessments and coaching tools
- Use a coaching log to track coaching sessions
- Use peer coaching for building connections and inclusion
- Use peer coaching for cost-effective employee engagement
- Post Coaching Client Feedback/Survey



# ICF Reciprocal Peer Coaching

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- Get coaching by giving coaching
- Learn new styles and approaches to coaching by experiencing them
- Build your paid coaching hours log (coaching you give is compensated as you receive coaching in return)
- Expand your experience
- Grow in confidence
- Rise to the challenge of coaching another coach that you don't know
- Deepen your self-awareness
- Have a safe space to try new coaching techniques
- Coach someone who gives permission to record sessions for mentoring and certification purposes
- Expand your coaching networks.
- Grow a collegial friendship circle of coaches



# ICF Reciprocal Peer Coaching – How It Works

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1. Sign up for a reciprocal peer coaching round of your choice. Each round includes a certain number of sessions within a certain period of time. (Generally six 45 minute sessions for \$55)
2. Specify what kind of coach you'd like and also submit some requests for the coaches you'd prefer to work with (Review Bios).
3. ICF assigns you a coach and a client (two different people) and email you their contact details.
4. Schedule sessions together with your coach and your client (separately) and carry out the sessions, just as you would in a normal fee-paying coaching relationship.
5. ICF checks on you to make sure everyone gives and receives the same number of sessions.
6. Update your progress as you go via our online system, so that ICF doesn't need to nag you.
7. Leave feedback to tell us how everything went.

<https://peercoaching.coachfederation.org/peercoaching>



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# Open Discussion



# Wrap Up

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- Invite others to join our Government Community of Practice distribution list!
  - Have them send a request email to [info@icfgeorgia.org](mailto:info@icfgeorgia.org) or [rweinkle@trifectacoach.com](mailto:rweinkle@trifectacoach.com)
  
- Look for an eblast/survey soon about starting two new ICF Georgia Communities of Practice in 2021
  
- ICF membership discount for Federal Government Employees
  - Ends March 31<sup>st</sup>
  - \$196 (vs. \$250)
  - [Product Detail \(coachingfederation.org\)](https://www.coachingfederation.org)
  - Use Code: US Government
  
- Next ICF Georgia Government Community of Practice Information
  - Thursday, April 15<sup>th</sup> (Noon to 1 pm)
  - Topic: Updated ICF Core Competencies and Code of Ethics
  - Guest Speaker: Anik Clemons, ICF Senior Development Manager for North America
  - Receive one hour of Core Competency CCEU