

# PEER CONSULTING

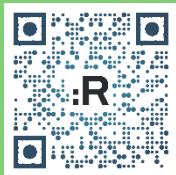
Are you struggling with this one issue? Don't know how to position yourself in relation to others? Are you asking yourself how you can better structure your team? ... *Then coaching is a good way to obtain new ideas and support.*

## or... ask your peers!

In many contexts, we work with Peer Coaching - a wonderful **method** for leveraging the organization's collective intelligence. Colleagues who know the culture of the organization and the people involved are aware of what is and is not possible. They can be helpful advisors.

### And how can that work? For example, like this:

- 🧐 **Setting:** 4-6 colleagues, at a given time and in a protected space
  - ▶ Present your **challenge**, without interruption (10')
  - ? Answer **comprehension questions** (10')
  - 💡 Your colleagues are now **hypothesizing**: How did the problem come about? Take notes. Listen silently - or even turn around (10')
  - 💬 **Comment** briefly on the hypotheses and choose a maximum of 2 you would like to **continue working** with (5')
  - 💡 The colleagues develop **possible solutions** regarding the chosen hypotheses; all others are discarded. Take notes. Listen in silence - or turn around (10')
  - 🎯 Let the group know what **next steps** you plan to take based on what you hear (5')



Curious For  
More Tools?  
(click or scan qr-code)



**DISCIPLINE** regarding the rounds, the roles and the time are important. The role of the **FACILITATOR** is to pay attention to these elements and emphasize the **RULES** to the others.

Try it, it will be worthwhile!

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