Thing Three
The Power of Peer Coaching

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William Kammersell
Today we’ll:

Explain the Power of Peer Coaching

Experience Peer Coaching

Empower with Thing Three
Volatile
Volatile
Uncertain
Volatile
Uncertain
Complex
Volatile
Uncertain
Complex
Ambiguous
Vision
Understanding
Clarity
Agility
You have **brains** in your head.
You have **feet** in your shoes.
You can **steer** yourself any **direction** you choose.

~ Dr. Seuss
People who practice and master responsibility don’t avoid commitment, instead they continually shape their life choices to make commitments they love keeping.

-Christopher Avery
Vision Understanding
We don’t see things as they are; we see things as we are.
- Anaïs Nin
Sometimes the questions are complicated and the answers are simple.
Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.

- Helen Keller
True listeners no longer have an inner need to make their presence known. They are free to receive, welcome, to accept.

–Henri Nouwen
1. Identify a challenge or problem you’d like help with
2. Find two others in the room to work with
1. **[2 min]** First person shares their problem/challenge
2. **[1 min]** Other 2 ask clarifying questions
3. First person turns their back
4. **[4 min]** Other 2 generate ideas, suggestions, and coaching advice
5. **[1 min]** First person shares what was valuable and thanks
2 min  Share your challenge

- Why is it important?
- What have you tried?
- What would wild success look like?
1 min  Ask clarifying questions

● You’re about to try to solve this challenge - what do you need to know?
4 min Consult!

- How can you help your peer?
- What might they want to try?
- What ideas can you two generate?
1 min  Close

● Say Thanks for the help!
● What was most valuable?
● What will you do or try?
2 min Share your challenge
- Why is it important?
- What have you tried?
- What would wild success look like?
1 min Ask clarifying questions

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- How can you help your peer?
- What might they want to try?
- What ideas can you two generate?
1 min Close

- Say Thanks for the help!
- What was most valuable?
- What will you do or try?
How did it feel to ask for coaching from others?

How did it feel to coach others?
Vision
Understanding
Clarity
Agility
Product Backlog → Sprint Backlog → Sprint → Working increment of the software

- 24 hours
- 14 days
Annual Goals
Weekly Goals
Thing 3
7 Days
Success!
Oh the places you’ll go,
Today is your day!
Your mountain is waiting
So ... get on your way!

--Dr. Seuss
it's either a HELL YEAH or it's a no.
Weekly 30 min session

- 10 min each
- Update on last week’s goals & wins
- Share top challenges and goals for the coming week
Clarify Intention
Focus Attention
Generate Energy

Create Goals
Limit WIP
Find Your 3
What is your top goal for this week?
The Responsibility Process
Christopher Avery

- Identify & promote personal responsibility
- Unleash your innate leadership
Peer Coaching at Work
Parker, Hall, Kram, Wasserman

● The importance of peer coaching
● Build resilient peer coaching relationships
● Promote peer coaching programs
Liberating Structures
Lipmanowicz, McCandless
liberatingstructures.com

- Make your meetings powerful, effective, and fun!
- Unlock your team’s potential
- Mobile app, website, and book
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<th>Heard, seen respected</th>
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Join us Thursday at 9am for “The Art of Agile Conflict”

We’ll be at the booth 2:30 - 4pm tomorrow