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

U

C

A
Volatile
Uncertain
VUCA
Volatile
Uncertain
Complex
Volatile
Uncertain
Complex
Ambiguous
Vision
Understanding
Clarity
Agility
Vision

U

C

A
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
The Responsibility Process™

Responsibility

Obligation
Shame
Justify
Lay Blame
Denial
Quit
Vision
Understanding
VUCA
We don’t see things as they are; we see things as we are.

- Anaïs Nin
Vision
Understanding
Clarity
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
Troika Consulting

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

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- What have you tried?
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- You’re about to try to solve this challenge - what do you need to know?
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?
How did it feel to ask for coaching from others?

How did it feel to coach others?
3 PEOPLE
3 GOALS
30 MINUTES
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
Product Backlog → Sprint Backlog → Sprint → Working increment of the software

- 24 hours
- 14 days
Clarify Intention
Focus Attention
Generate Energy
Create Goals
Limit WIP
Find Your 3
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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Oh, the Places You'll Go!

By Dr. Seuss
Learn more at ThingThree.org