

Peer Coaching Exercise

inspired by Presencing Institute / Theory U, Otto Scharmer

Every person can present one case/challenge for which s*he makes use of the collective wisdom and support of the focus group.

- 1. Select time keeper (please, be strict with timing so that all get a chance)**
- 2. Each of you think of the case you want to share to receive coaching (5Min)**
- 3. Coaching Rounds (20Min per person):**

A. Intention statement by case giver (4Min)

Present your case by clarifying these questions:

- 1. Current situation:* What key challenge or question are you up against?
- 2. Stakeholders:* How might others involved / targeted view this situation?
- 3. Intention:* What future are you trying to create?
- 4. Learning threshold:* What do you need to let-go of – and what do you need to learn?
- 5. Help:* Where do you need input or help?

Coaches listen deeply and may only ask clarifying questions (don't give advice)

B. Silence (3 Min):

Coaches connect with the case and see what resonates: What images/ metaphors (open mind), feelings (open heart) and gestures (open will) come up for you that capture the essence of what you heard?

C. Mirroring by Coaches (6Min): Each coach shares the images/metaphors, feelings and gestures that came up. Case giver can take notes.

D. Reflecting Back by Case Giver (2Min): Having listened to all coaches, the case giver reflects back on what s*he heard.

E. Generative Dialogue (4 Min.)

All reflect on remarks by the case giver and move into a generative dialogue on how these observations can offer new perspectives on the case giver's situation.

Go with the flow of the dialogue. Build on each other's ideas. Stay in service of the case giver without pressure to fix or resolve his*her challenge immediately.

F. Closing remarks by case giver (1Min.): How do I now see my situation and way forward?

G. Thanks & acknowledgment: An expression of genuine appreciation to each other.

Continue with the next case giver, following the same procedure.