

Guidance for group discussion

Thursday 3rd of December 2020, 09.15-10.15 (CH Time)

*** Participants keep their camera on during the whole duration of the session ***

Peer coaching (45-60min)

Step 1: Attribution of roles in the group (2min)

- **Facilitator:** She/he is the person responsible for the peer coaching process. She/he ensure that the group is following the different steps of the process and that the proposed method is respected.
- **Time keeper:** She/he is the person responsible for the time keeping.
- **Coaches:** all the remaining participants in the group.

Step 2: Case presentation (10-15min)

- The case giver presents her/his situation and core question(s). She/he explains the situation, her/his goal/intention and aspects she/he requestes assistance with.
- The coaches listen attentively – they don't try to fix the problem yet and don't interveen during the presentation (neither orally or per chat)

Step 3: Clarifying questions (10min)

The coaches (including facilitator and time keeper) may know ask clarifying questions with the intention to serve the process and the case giver; not offering any solutions or recomendations yet.

Step 4: Peer assist (15-20 min)

- The coaches (including faciliator and time keeper) discuss among themselves the case presented; they share similar situations, their thoughts, ideas and experiences. They do so with the intention to assist the case giver in gaining clarity and answer to her/his core question(s).
- The case giver listen carefully to the discussion and takes notes. She/he refrains from interveening into the coaches' discussion.

Step 5: Closing round (10-15min)

The case giver takes the floor and shares her/his insights and learning from listening to the coaches' discussion. She/he shares how she/he now sees the situation. How she/he might feel differently. And what she/he intends to do next about the issue.

There is NO restitution in plenary.