

# PEER RESOURCES

## Net Papers

### Peer Resources Coaching Associates

Peer Resources has established a network of coaches, a coaching referral service, and an ongoing series of coach training workshops. Not all persons involved in coaching are interested in training others to be coaches, but if this idea appeals to you and you would like to be one of our training Associates, here are the steps to accomplish that result.

**1. Prepare a portfolio.** Like a resume, a portfolio includes a brief work history, a vision statement, an expression of interest in working with us, examples of your work or experience, and an assessment of your strengths, challenges, and an action plan statement describing how you reinforce or build on your strengths and how you creatively work with your challenges. For our purposes the kind of work examples we are seeking will be described in the steps that follow.

**2. Work with a coach.** We believe this is an important part of coach work not only for the experience, but also to underscore the mutuality or collaborative nature of coaching as compared to the hierarchical nature of other forms of helping. We value any work you might have done (or are presently doing) as a client of a coach. The amount of time you spend with a coach is important. We are not able to be specific about the number of hours, but we encourage prospective Associates to have worked through anywhere between 3-5 different situations or challenges with a coach or coaches. Each of these challenges, etc. may require any

number of coaching sessions to bring about a desired result. The key is to insure that you are able to participate in several complete coaching experiences from the initial contact to natural conclusion. Describe your experiences as part of your portfolio and include your own self-assessment. We use your self-assessment and other material you submit in this category to determine the quality of your experience, and, whether under some circumstances, you may need to engage in additional client work.

**3. Study coaching.** We value learning about coaching and being familiar with coaching perspectives, theory, and practices. The learning can take place in a workshop format (such as ours), it can include self-directed studies or readings, working with other coaches, or using distance education learning methods. Your portfolio might include something you have written about coaching, your perspective on coaching, or a brochure you have created about coaching.

We are looking for concrete ways you present your ideas and future interests regarding coaching, and we make an assessment of the quality of the material you develop. We use what is submitted in this category to determine the comprehensive nature of your knowledge and whether there are major study areas missing. However, we do not prescribe any specific readings or materials; instead we rely on each person to determine and provide support for the comprehensive nature of their study. This docu-

mentation may be continually up-dated based on on-going learning experiences.

**4. Coach others.** Experience as a coach is essential to helping others learn to become coaches. We are seeking persons who have had a minimum of one year of experience as a coach where coaching was the primary or exclusive part of the service provided. In addition, the coaching provided must be primarily with persons who are not friends, family, or acquaintances. Brief descriptions of work with clients (anonymous), and where possible, anonymous client assessments of your work and transcripts of tapes of coaching sessions, can be included in your portfolio. We use your self-assessment and other material you submit in this category to determine the quality of your experience, and, whether under some circumstances, you may need to engage in additional coaching work.

**5. Participate as an intern.** Along with the experiences of being a coached client, a coach, and a student of coaching, those persons who wish to become coach trainers can engage in a series of internship experiences. Typically these experiences consist of three components: assisting in workshop delivery, co-leading workshops, and leading workshops.

• **Assist at a workshop.** Working with us in the design and delivery of a training event provides the opportunity to experience the workshop from a trainer's perspective, attend to workshop learning practices, and learn how we create results. Typically an assistant works with the workshop leader in the planning and delivery of the workshop, debriefs with the leader on an on-going basis, and may take on other responsibilities depending on desired outcomes. An assistant may also be involved in workshop logistics such as determining an appropriate site, creating local publicity, recruiting participants, preparing workshop materials, or completing workshop follow-up activities. A self-assessment of the workshop experience, a summary of leader feedback regarding performance in the work-

shop, along with an interpretation of participant assessments of the workshop will be part of the portfolio. Assistants normally pay a fee to Peer Resources, typically equivalent to fifty percent of the workshop tuition.

• **Co-lead a workshop(s).** Co-leading a workshop(s) consists of leading various parts or components of our workshops with one of our senior trainers. The degree to which each co-leader is involved in workshop design and delivery, materials preparation, evaluation, and post-session support are typically decided ahead of time through consultation with the senior trainer. Normally a co-leader takes responsibility for an increasing portion of each workshop they co-lead. Some co-leaders may enter this internship phase with considerable experience of a high quality and, therefore, may be involved in a much larger co-leading role right from the start. We provide pre-session consultation, off- or on-site debriefing during the workshop, and post-session consultation to co-leaders.

We encourage the creation of individual style or speciality in the workshop. All fees, expenses, and costs are determined on a contract basis, and typically a co-leader pays a training fee to Peer Resources. A self-assessment of the workshop experience, a summary of consultant feedback gained during the experience, along with an interpretation of participant assessments of the workshop will be part of the portfolio. This type of arrangement may continue through several co-leading experiences with fees being renegotiated based on increasing experience and training.

• **Lead a workshop.** When the senior training staff and an individual co-leader agree that the co-leader has gained sufficient experience as a co-leader, the final portion of the internship is to provide exclusive leadership of a workshop using senior trainers for off-site support and debriefing. Workshop leaders typically receive an honorarium and all the expenses associated with the workshop are reimbursed. Depending

on the outcome of this workshop as determined by participant feedback, the self-assessment conducted by the workshop leader, and the assessment of the debriefing senior trainer, the leader may be granted Associate status. In some cases the leader may need to engage in additional leader experiences prior to receiving Associate status.

**6. Work as an Associate.** As an Associate you may create or conduct any number of workshops and you may also be contacted to deliver a workshop on behalf of a Peer Resources client or contract. The fees and expenses associated with such a workshop or training event will be mutually determined and are typically shared between Peer Resources and the Associate. Associates typically prepare and submit quarterly reports describing their work in the field.

**7. Run a workshop business.** Not everyone may want to continue as an Associate of Peer Resources. Instead Associates may want to establish their own training business. This is perfectly acceptable. We are not in the franchising or network marketing business. We would hope to establish a cooperative relationship that would benefit our mutual coaching goals. We could, for example, contract to provide logistical information, training materials, mailing lists, referrals, or clerical support.

*Anyone wishing to engage in this opportunity should contact any senior coach at Peer Resources. You will be required to participate in a Prior Learning Assessment Recognition process and there is a fee associated with this system.*