

Learning Journey Peer Coaching Triads

If you have completed your Learning Power profile, then a regular peer coaching triad is a proven way to become a more powerful learner throughout your project cycle:

- Be challenged by supportive peers in a safe environment
- Learn from others
- Be accountable for your own improvements
- Develop learning relationships

As a participant in a coaching triad, it is very important to create a safe environment – what is said in a triad, stays in the triad!



There are *three rules* in coaching conversations

- **No advising**
 - **No fixing**
 - **No helping**
- Resist the temptation!**

Running your coaching triad

- Arrange for three of you to meet face-to-face or online allowing 45 mins to 1 hour
- Each member of a triad takes on three roles - decide who goes first in each role:

Coach Coachee Observer

1. *Coaches* - ask open questions of the coachee to encourage self-reflection (See next page for examples)
2. *Observers* - take notes and time each rotation. Allow 1-2 minutes for giving feedback: what did the coachee say?
3. *Coachees* - reflect on your Learning Power profile and answer openly and honestly! (You can keep your profile to yourself if you prefer)

Take ten minutes in each role, then swap: everyone gets to learn about themselves and each other. Note the three rules!



Create trust and confidentiality



Ask knowledge building questions



Agree on SMART goals



Focus on personal & project outcomes



No advising, fixing or helping



Allow space and time for new ideas

10 mins
timed
rotations

Coach
Asks honest
open
questions
that support
learning

Use
language
of learning
power
profiles

Observer
Observes
both coach
and coachee.
Safeguards
learning.

Coachee
reflects on
own learning
power profile
& identifies
change
strategies

Focus on
story,
purpose &
knowledge
building



Next steps...

Share your session experiences *after* everyone has completed the three roles – what did you feel, observe and realise?

Get dates for your next session in the diary - Whether online or face-to-face, a 45 minute session once a week will make a huge difference.

Pick up where you left off next time. The focus of each journey will be different.

Remember when we learn together, we are all in the same boat.

What are good questions in a coaching triad?

A good question helps the other person...

- explain how they understand their learning power profile
- understand the ways in which they typically learn
- tell their story in relation to their learning
- feel supported and challenged as well as safe
- make their own decisions about what to do next
- connect their Learning Power profile to the task or project which is the focus of their Learning Journey



3. Questions for evaluation & review

1. Tell me what went well?
2. How well were you able to stick to your change strategies?
3. Which of the dimensions do you feel that you have improved in?
4. If you have completed a second Learning Power profile in this Learning Journey, have you changed in the way you expected?
5. What have you learned in your project or task that is new to you?
6. How have you changed as a person through this Learning Journey?
7. What are you going to continue to do differently?
8. What was the most challenging part of your Learning Journey?
9. What have you learned about yourself that will help you on your next Learning Journey?

1. Questions for starting with

1. How do you understand your learning power profile?
2. What do you think are your greatest strengths as a learner?
3. Can you tell me about a time when you...used your Learning Power well?
4. What is most interesting to you about your profile?
5. Why do you think your profile looks like this?
6. How does your current project or task impact on your Learning Power profile?

2. Questions for developing strategies for change

1. Which of the Learning Power dimensions would you like to develop?
2. Why do you think this one/these ones are important?
3. What do you think could change for you if you developed them?
4. How would you describe your future self if you succeed?
5. What could you do next week that could make a difference to this dimension?
6. What are the 'blockers' that might prevent these changes?
7. How can you use your Learning Power strengths to develop these changes?
8. Who can help you?
9. How can you use your Learning Power to get new information to support your goal?

4. Always remember the three rules!

- **No advising**
- **No fixing**
- **No helping**

Learning Journeys successfully develop agency when we recognise our Learning Power, take ownership of our learning potential, develop our own strategies for change and decide to mindfully apply them to our projects