



Peer Coaching

Waterline peer coaching brings together leaders who want to have greater impact in their work. Participants use the Waterline Action Learning method to become more effective leaders and create more successful organizations. Participants become more able to create what they want in their work and in their lives.

Peer coaching is used when leaders from different functional areas or professionals doing similar work meet to advance the strategic agenda for which they are individually accountable. Groups may consist of peers who do similar work across a system, peers in a customer supply chain or diverse leaders from across a system. The agenda allocates coaching time for each individual's challenge. Examples of the type of challenges peers bring include business strategies, leadership and personnel issues, and obstacles in executing projects, managing change, and time management.

Participating in our peer coaching programs, leaders break through organizational silos and move their initiatives forward while working effectively with their peers. They gain respect for peers and the different perspectives they bring. The results are relationships of trust and stronger communities within and across organizations long after we're gone. It is not uncommon for Waterline Peer Coaching groups to keep meeting for months or years after our formal programs have ended. The personal connections made not only strengthen organizational communication but also enhance the well-being of leaders at work.

Examples of Peer Coaching

- Unit leaders from a large corporation met monthly to help each other work on business issues. Individuals brought in their work challenges, such as developing new strategies for revenue generation, helping staff through significant changes in work, or improving work structures and systems. Peers not only made significant progress on their challenges, they also strengthened their relationships, resulting in greater coordination across the business.
- Internal consultants met quarterly to improve their effectiveness in working with clients. Because these professionals did similar work, they not only benefitted from peer coaching, they also transferred technical knowledge to one another.
- Entrepreneurs from different industries meet monthly to help each other reach their business goals.