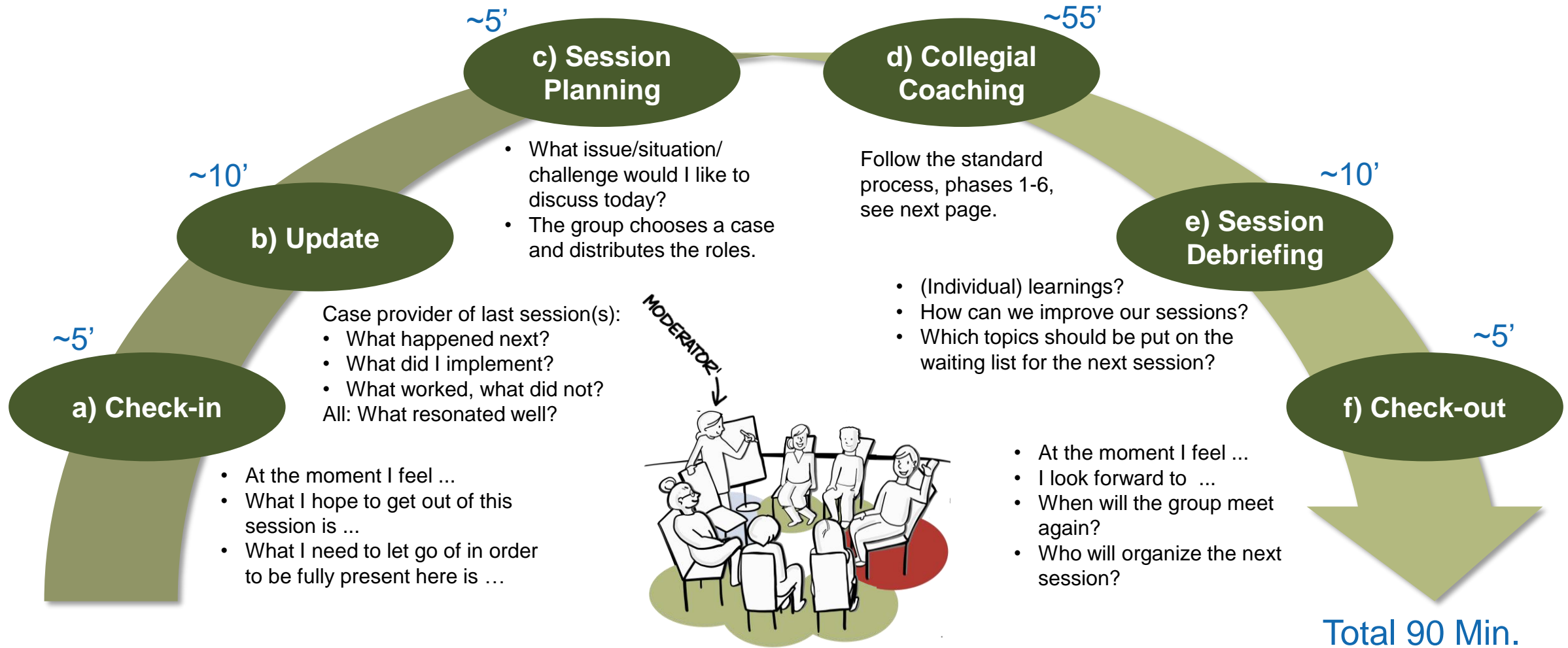


Collegial Coaching Session

Procedures for established, self-organized groups



Collegial Coaching in Groups: Process overview

(ca. 60 Minutes, excluding the selection of a case and distribution of roles)



<p>1. Describing the situation and defining key question (~ 10') Situation, problem, issue, conflict, people involved Steps already taken and approaches already tried – and outcome Question(s) to be answered in the session, e.g.: «How can I...? »</p>	<p>Case provider</p>	<p><i>no interruptions!</i></p>
<p>2. Clarifying questions (~ 5') to better understand the situation (W-questions), case provider answers them.</p>	<p>All</p>	<p><i>no advice, no feedback, no justification!</i></p>
<p>3. Analyzing situation and collecting hypotheses (~ 15') Thoughts, feelings, perceptions: «I suppose, i think it might be, ...»</p>	<p>Peer group</p>	<p><i>no discussion, case provider just listens!</i></p>
<p>4. Short statement, feedback (~ 5') What was new? Surprising? What do I agree with? Possibly adapt key question.</p>	<p>Case provider</p>	<p><i>no justification, peers just listen!</i></p>
<p>5. Developing and collecting ideas for solutions (~ 10') Ideas for solutions and next steps, matching the key question.</p>	<p>Peer group</p>	<p><i>no discussion, case provider just listens!</i></p>
<p>6. Evaluating solutions (~10') Comments on ideas, suggestions, solutions: What is helpful, what provides a different view? What is worth considering as solution or next step? What ideas do I wish to further develop? Which are the most attractive suggestions? Which answers do I find to my question(s)?</p>	<p>Case provider</p>	<p><i>no discussion!</i></p>
<p>7. Reflecting in group (~ 5') Share (individual) learnings, how was the session experienced, what was helpful, ...</p>	<p>All</p>	