



## PEER COACHING WORKS!

*As a former peer coaching circle participant, I went in as a skeptic and came out a believer. This experience was very positive and enlightening. I highly recommend it to anyone seeking formative ways to grow their career!"*

Susie Burdick, Hearing Speech & Deafness Center

Alliance FOR Nonprofits Washington is a membership association founded in 2000 by nonprofit leaders united in the vision of a community that values the role of nonprofits in policy setting, positive public image and active involvement of nonprofit leaders in civic and community planning.

Our membership is comprised of organizations that share a commitment to our mission – **Advancing a Powerful Nonprofit Sector**. Alliance FOR Nonprofits Washington embraces a wide spectrum of nonprofits including the arts, civic organizations, and education, as well as for-profit and public agencies.

*If you would like to learn how you and your organization can become a member, please contact us at the number below.*



Alliance FOR Nonprofits Washington  
Advancing a Powerful Nonprofit Sector

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## Peer Coaching Program

SIGN ME UP



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206-328-3836

# What is Peer Coaching?

Alliance FOR Nonprofits Washington's Peer Coaching Program is designed especially for executive leaders who are striving to be more competitive, effective and efficient in their work.

Peer Coaching circles are highly focused groups of peers who meet regularly to assist each other with problem solving through creative dialogue, sharing of best practices while expanding perspectives and alternatives. These groups are based on the Learning Circle model developed by the Management Assistance Program out of Minneapolis, Minnesota.

Peer Coaching Circles are at the heart of cutting-edge professionals recognizing they don't have to reinvent the wheel. Through peer coaching their potential to take their organizations and their careers to new levels can be a shared and rewarding experience.

**If you are ready to raise the bar in your personal and professional growth, enroll in the Peer Coaching Program today!**



## How Does It Work?

- Each group member brings their own issues to the group and gets an equal time slot each session;
- Members choose their own issues to explore and resolve, then take a complete look at the situation, explore alternatives, set realistic goals, take action;
- Coaching involves a variety of approaches and skills, including attentive listening; probing questions; brainstorming; supportive challenges; occasionally sharing materials and personal experiences.
- Confidentiality is a strong expectation; In order for the model to be successful, members are expected to attend regularly.

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*"In the peer coaching, whatever anyone was working on was relevant to others so the group felt very powerful. Peer coaching was very productive for problem solving. There was equality around contributions, as everyone both gave and received. No whining was allowed and there was professional accountability for one's own goals and learning."*

Janis Avery, Treehouse

## Q & A

### Q: What are Peer Coaching Groups?

- A Peer Coaching Groups come in many shapes and sizes. Groups are arranged by job/profession with a mixture of size, geographic location and sub-sector.
- A Peer Groups are arranged according to this criteria to provide for a full and rich discussion in each meeting.

### Q: Who should Participate?

- A CEO/Executive Directors
- A CFOs/Directors of Finance
- A Development Directors
- A Board Chair/Presidents
- A **And... Executive staff who may believe the following:**
  - They're too frazzled to participate in peer coaching;
  - They don't have the time;
  - They are too afraid to admit that they too face challenges in their organization;
  - New & seasoned leaders who are willing to be challenged.

### Q: What should I expect as a potential participant of the program? Expect to:

- A Meet once a month; 3-hours per meeting over an 8-month period;
- A Have equal time to share and discuss issues important to you;
- A Find creative solutions to your issues;
- A Offer your experience and expertise to your peers;
- A Build lasting relationships with those in your group that will help to enhance your career.

## SIGN ME UP

Application Deadline January 3, 2012  
Cohorts begin in January 2012  
"New" Peer Coaching Program - Pierce County

### My position in my organization is:

CEO/Executive Director      Number of Yrs exp \_\_\_\_\_

Name \_\_\_\_\_

Organization Name & Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

Email address \_\_\_\_\_

Peer Coaching Registration	Member Rate	Reg. Non-Member Rate	*Package Deal Membership + Peer Coaching
Org Annual Budget < \$250,000	\$220.00	\$605.00	<b>\$307.00</b>
Org Annual Budget > \$250,000	\$275.00	\$755.00	<b>\$357.00</b>

\*Introductory offer for **Pierce County Organizations Only** includes: One year complimentary membership. Membership privileges including a membership discount to the 18th Annual Washington State Nonprofit Conference- May 11, 2012 and discounted rates to all events for organization staff. Membership privileges also include discounts on commercial insurance products and more....

Total: \_\_\_\_\_

#### Method of Payment

Check (make out to Alliance of Nonprofits)

Credit Card: Visa MC AMEX

Credit Card # \_\_\_\_\_

3-digit security code \_\_\_\_\_ Exp Date \_\_\_\_\_

Signature \_\_\_\_\_

**Meeting Time & Day** (check your calendar to make sure these meeting times work for you prior to submitting your application)  
**Cohorts meet monthly starting in January 2012—August 2012**

CEO/ED Cohort meets the **3rd Tuesday or Thursday 8:30-11:30am**  
The first cohort session is scheduled for Tues. Jan. 17, 2012 or Thurs. Jan. 19, 2012. All sessions will be held in the greater Tacoma area.

**Welcome to the "New" Pierce County  
Peer Coaching Program**