



PEER GROUP DEVELOPMENT FOR LEADERSHIP

Peer Groups for Leadership Development are highly effective and easier than ever, now that we're all comfortable online.

What is the cost of losing and having to replace employees?

Would you like a way to not only keep them – but to keep them engaged, productive, and developing their capabilities simultaneously?

**PEER GROUP LEARNING
IS EXACTLY WHAT YOU NEED!**

Peer Group Development enables you to:



Use as a springboard to better performance, accountability, trust, candor, and camaraderie



Identify hidden pockets of expertise and leadership



Enable professional relationships to develop throughout the organization

WHAT IT IS

A results-oriented, high performance, and high accountability peer learning experience, using “shared experience” and judgment-free exploration of leadership capabilities and approaches.

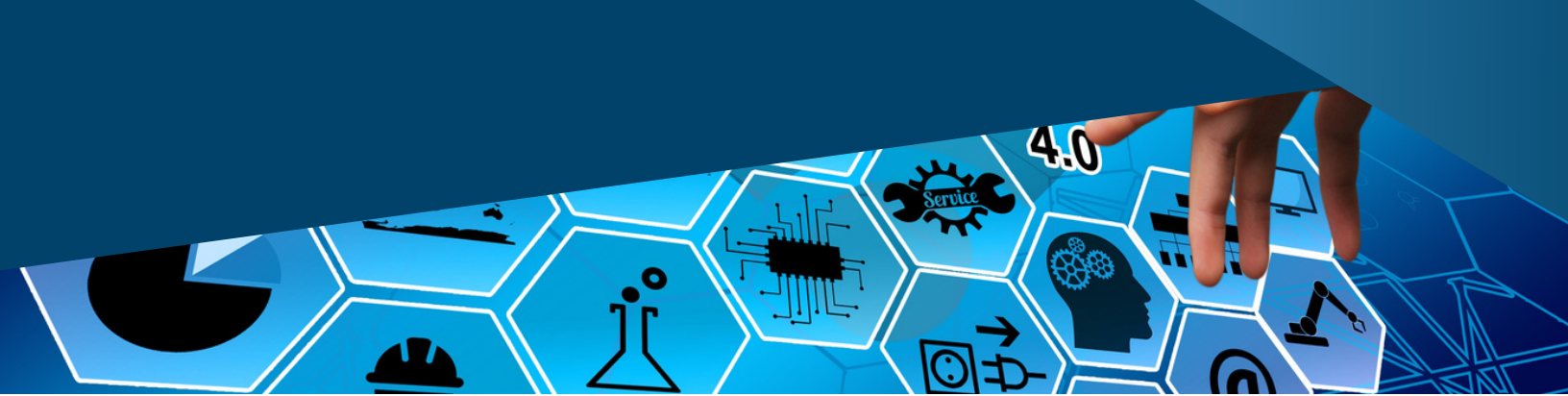
HOW IT WORKS

- 90-day focus
- Each group is led by a business-savvy facilitator/advisor
- A focused discussion on topics/skills YOU want them to master (see topic list)
- Reinforce organizational competencies and values for instance, if your company’s core value is the customer experience, every discussion will include reinforcement of this value
- Occasional challenges / special assignments (see special assignments)

OUTCOMES

- Purposefully develop rising stars
- Up-level knowledge and capabilities needed in the 21st century workplace such as critical thinking, decision making, collaboration, and more
- Keep valued employees by meeting their needs for professional development
- Develop professional relationships and thought partnerships cross-departmentally
- Develop and accelerate collaborative relationships

ATTRACTING,
RETAINING,
AND
DEVELOPING
TALENTED
EMPLOYEES ARE
CHALLENGES
FACING EVERY
ORGANIZATION.



COST EFFECTIVE

- Cost-effective compared to traditional training
- A small monthly fee per peer group and the rest is managed by us

VALUE

- Psychologically safe environment
- Because we are neutral facilitators we can see and hear things in an objective way and find participants open up to us more than they would to an internal representative
- Identify areas where more development is necessary (e.g. ethics)
- Can distribute and collect surveys for you – keeping a constant eye on the pulse of the organization
- Sharing of diverse perspectives
- Real-time group dynamics

WHY IT WORKS

- Adults are collaborative learners
- Spaced learning helps with understanding and reinforcement – regularly bi-weekly or monthly meetings allow us to revisit earlier concepts, answer questions, reinforce accomplishments
- Over time, the process builds trust and professional relationships

I can't believe how far we've come in just 6 months!

Julie C. VP of HR
Construction Management firm

LOGISTICS

ASK US ABOUT OUR CEO PEER GROUPS

- Groups of 8 (min) – 12 (max) people
- Confidential, facilitated discussions
- Using Zoom; hosted by us
- Meet bi-weekly or monthly for 90 minutes
- The first month the group meets weekly to accelerate cohesion and camaraderie
- Meeting days are M, T, or W – we'll discuss what time works best for your group
- Depending on the outcomes desired, groups may be made up of intact workgroups (such as all of HR or or mixed cohorts (such as 2 people from HR, 2 from finance, 2 from marketing, etc.)
- Develop knowledge and skills with set agenda items (planned in conjunction with you)
- Results-oriented – you can expect employees to adopt new behaviors following each meeting
- Dedicated time for peer input each meeting, to tackle immediate challenges through open sharing and asking for advice
- Quarterly debriefs with you to highlight progress, major takeaways, or shifts in attitudes
- Monthly \$199/person
- Bi-weekly \$325/person
- Discounts are available when paid on a yearly basis



RULES OF ENGAGEMENT

In order to participate, employees will sign and adhere to the following “rules of engagement”

I will...

- Contribute to a climate of trust and support
- Approach each meeting with a collaborative attitude
- Be committed to thinking deeply
- Demonstrate active listening
- Give quality feedback
- Take risks
- Apply what I've learned on the job

IS IT RIGHT FOR YOUR ORGANIZATION?

Your company size is 400 – 1000 employees

You want to provide professional development on a budget

You're motivated to be a Best Place To Work and to bring out the best in your employees

You're looking to achieve immediate and sustainable progression in leadership behaviors and capabilities

You are looking to develop well-rounded businesspeople who have depth as well as breadth of knowledge

HOW THE MEETING PROCESS WORKS

Each meeting/quarter we focus on a critical business skill.

(Skills are chosen in conjunction with you and woven together to accelerate skill development; for instance, critical thinking and continuous improvement go together, feedback and continuous improvement do not.)

There may be assigned reading, coursework, or surveys used as a way to establish base-line knowledge and as a starting point for our discussion.

The aim is a robust dialogue and expanded thinking on the topic. (see topic list on next page)

The new concepts and capabilities are brought down to the “How this applies to my job” level by the end of the 90 minutes to ensure that employees can apply their new knowledge back on the job.

The end of each meeting culminates with “Hot Now” topics which the attendees themselves bring forth to ask for one another’s experience and advice.

**ARE YOU
WORRIED THAT
COLLABORATION
SUFFERS IN A
REMOTE-FIRST
ENVIRONMENT?
YOU’RE NOT
ALONE!
LUCKILY, WE
HAVE A
SOLUTION.**





TOPICS AND CAPABILITIES ADDRESSED IN MEETINGS

(This is a sample list, and the actual topics will be determined in conjunction with you, based on the goals, values, and culture of the organization)

- Critical Thinking
- Employee Satisfaction
- DEI
- ABC Customers
- The Customer Journey
- Decision Making
- Increasing Creativity
- Giving Feedback
- Receiving Feedback
- Style and Presence
- Bias
- Influence
- I Screwed Up ...
and What I Learned
- Benchmarking
- Competitive Intelligence
- Burnout
- Empathy
- Emotional Intelligence
- Self-Management
- Risk-Taking
- Risk Acceptance
- Values
- Ethics
- Continuous Improvement
- Coaching Others
- System 1 + 2 Thinking
- Assumptions of Work
- Power – Developing, Using,
and Giving It Away

SPECIAL ASSIGNMENTS

When deemed beneficial we may assign short assignments or projects to be conducted by the employees between meetings. Some will be conducted individually and some via collaboration with a peer in the group or with their manager. In special cases, an assignment can span the entire quarter.

Sample assignments:

- **Employee Proposals for Work Process Improvements**
Senior management then reviews and provides funding for implementation
- **Job Visitations**
- **Teaching the Rest Of Us**
- **Occasionally we'll choose a book for the year and read a chapter monthly to slowly shape thinking and behavior change**
(This is only done if groups meet bi-weekly; examples: Malcolm Gladwell's Tipping Point, or Patrick Lencioni's The Ideal Team Player)
- **Assessments**
(Focused for personality, aptitude, or strengths; not broad like DISC or Myers Briggs)



Contact Us
Let Us Help Facilitate Your New Peer Group(s)