

Peer Coaching: a Career Development Experiential Learning Space

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Cal Coaching Network, UC Berkeley

Land acknowledgement

[...] UC Berkeley sits on the territory of xučyun (Huichin), the ancestral and unceded land of the Chochenyo speaking Ohlone people, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band.

We recognize that every member of the Berkeley community has, and continues to benefit from, the use and occupation of this land, since the institution's founding in 1868. Consistent with our values of community, inclusion and diversity, we have a responsibility to acknowledge and make visible the university's relationship to Native peoples. As members of the Berkeley community, it is vitally important that we not only recognize the history of the land on which we stand, but also, we recognize that the Muwekma Ohlone people are alive and flourishing members of the Berkeley and broader Bay Area communities today.

This [acknowledgement](#) was co-created with the Muwekma Ohlone Tribe and Native American Student Development and is a living document.

Today's facilitators

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Cal Coaching Network

Staff Organization Community of Practice

Mission and Purpose

- To bring together managers and staff who have an interest in developing their coaching and coachability skills.
- To have learning sessions and community conversations on various areas of coaching.
- To provide a courageous skills practice opportunity.

Programs & Learning

- Monthly newsletter
- Coaching / coachability skills practices
- Trainings / workshops
- Community conversations
- Equity-oriented coaching cert pilot in 2022

Session overview

- *Conversation #1 (discover)*
- Coaching overview
- Peer coaching overview
- Peer coaching demo
- *Conversation #2 (explore)*
- *Conversation #3 (plan)*
- Action plans
- Wrap up



Conversation #1: discover

- Super quick convo ~5m
- Groups of 3-4
- Name, pronouns if you'd like, organization, dept
- Share a bit about ONE professional development goal or challenge in mind



Coaching overview

Coaching is...

...partnering with individuals or groups in a thought provoking and creative process that helps maximize potential...

Coaching is...

A partnership between coach and coachees

A positively focused way to explore options and opportunities

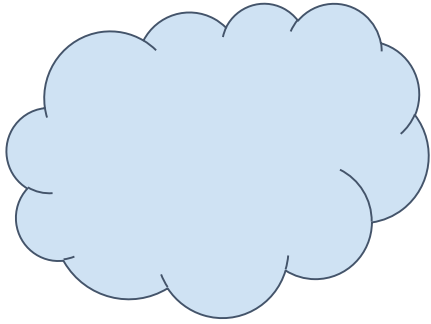
A process to create solutions resulting in sustained change

Coaching is not...

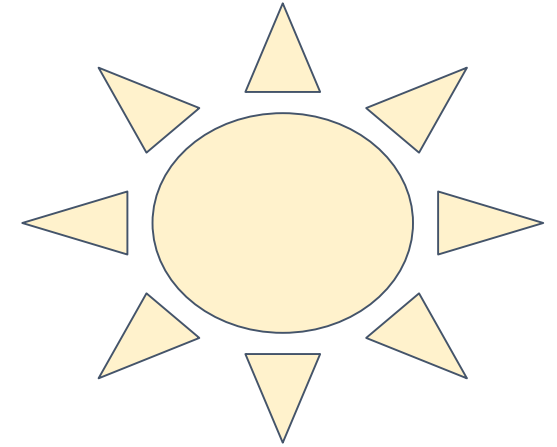
A method to get an expert's advice on what to do (that's consulting)

Observing and learning from a seasoned professional (that's mentoring)

A quick fix (that usually doesn't work)



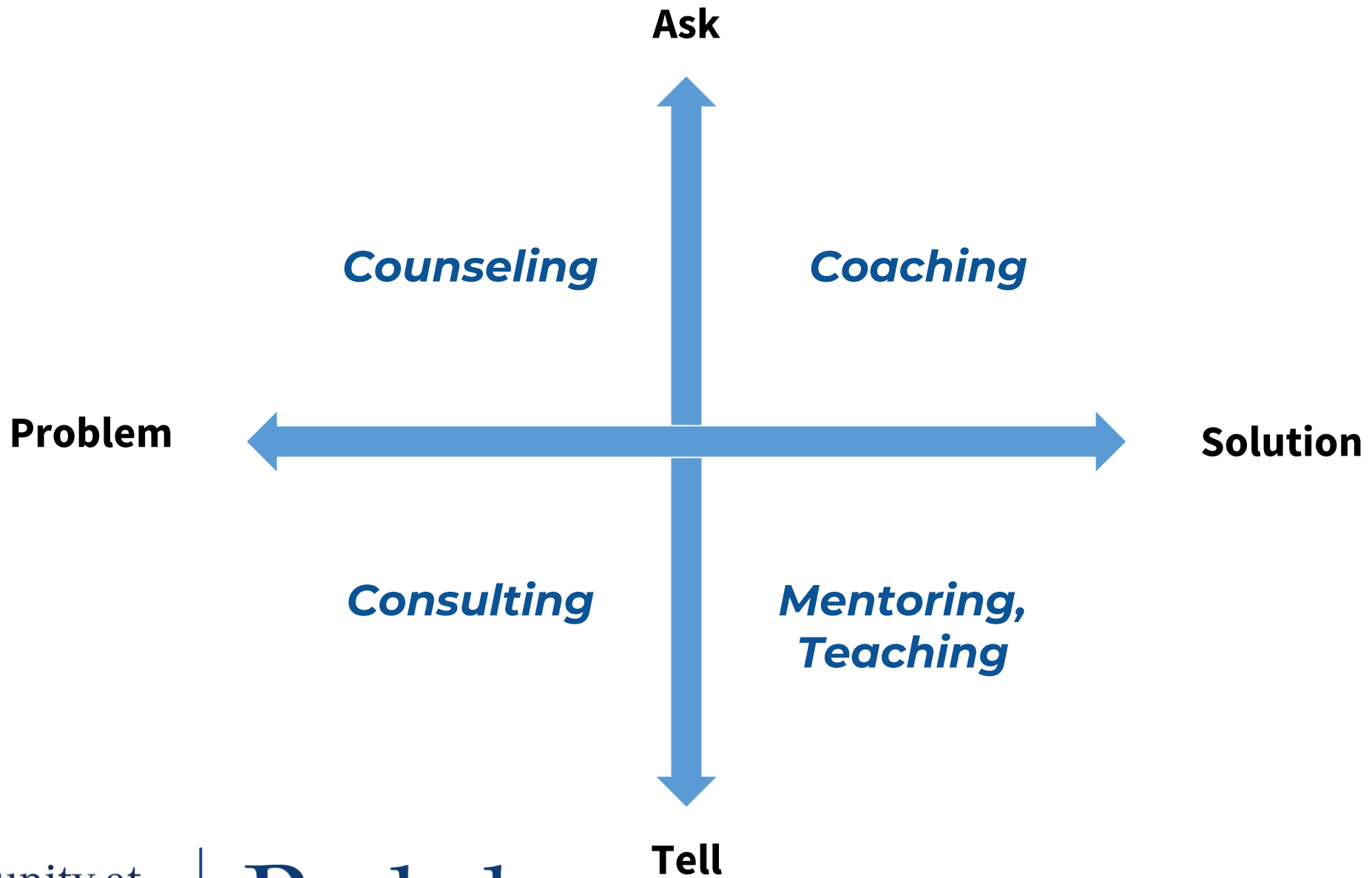
You are here
(current situation)



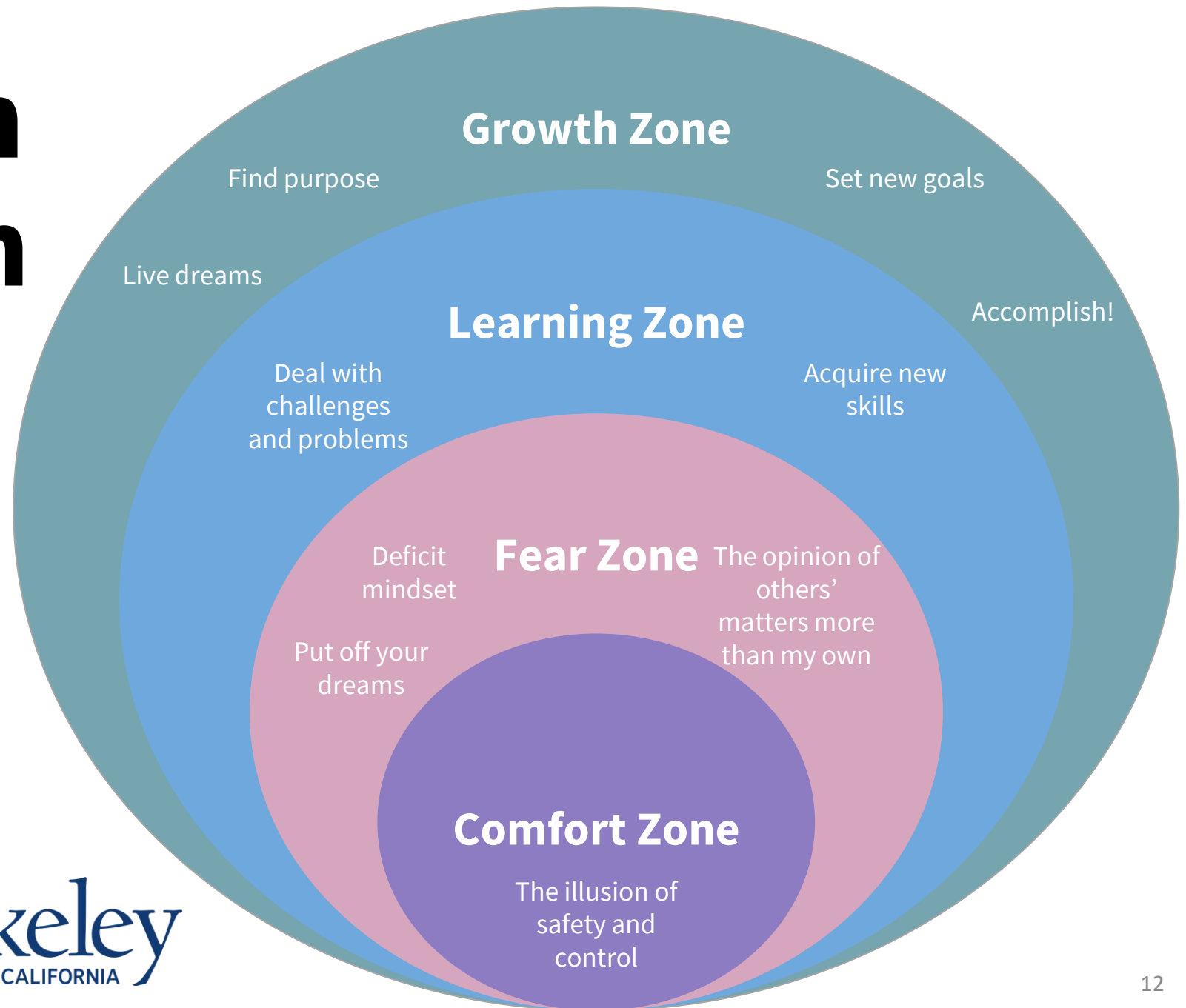
You want to get here
(your goal)



A coach helps you explore and identify more efficient ways to achieve your goal.



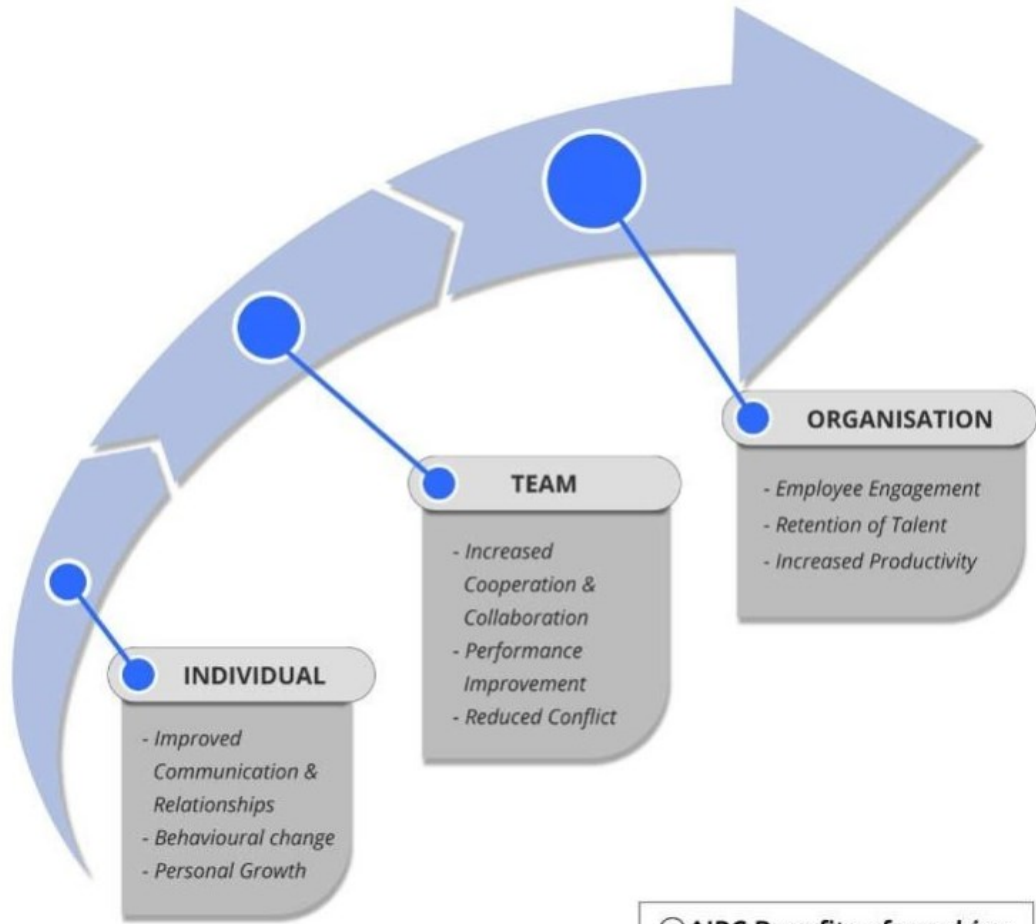
Let's get in the growth zone!



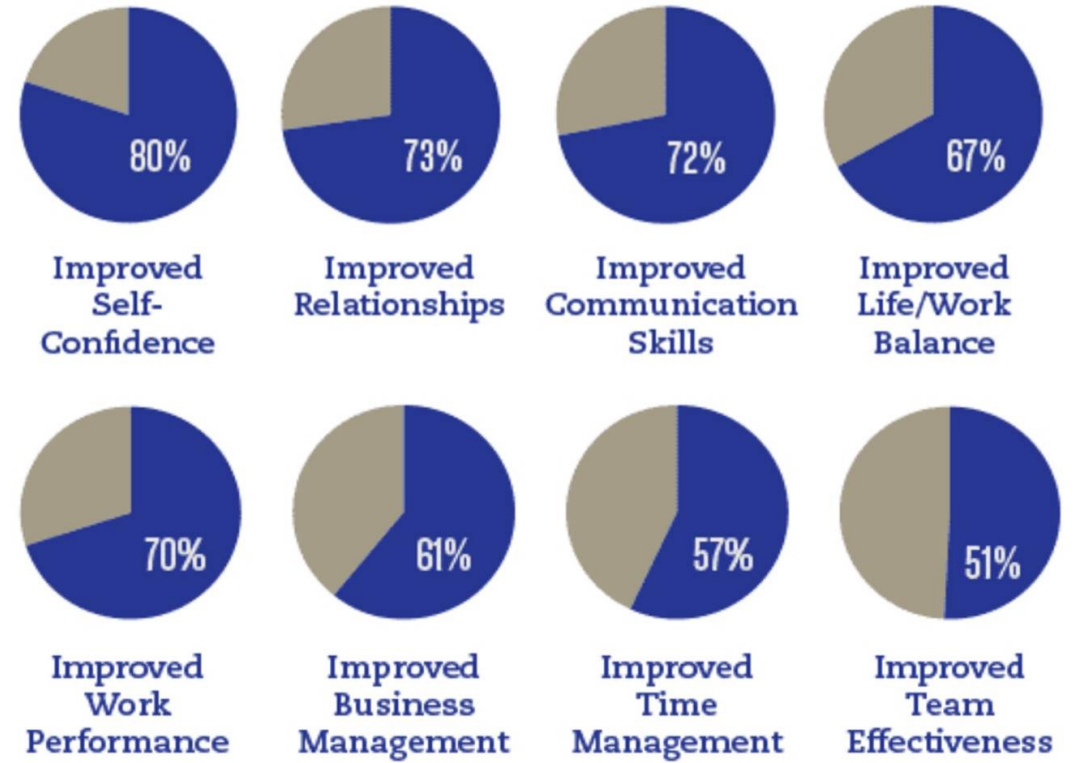
Coachability is...

The willingness and ability to be present and open to exploration, to examine assumptions, to generate creative solutions, and to take the risk of trying new things; the general ability to be an open and receptive learning at that particular time.

Elena Aguilar



©AIPC Benefits of coaching



Source: International Coach Federation



Coaching Types

- Manager/direct report
- **Peer coaching (1:1 or group)**
- Coaching from your professional networks
- Personal relationships
- From a professional certified coach

Coaching Styles

- Asset-based (strength-based)
- Cathartic coaching stance
- Confrontational coaching stance
- Directive / Instructive
- Prescriptive coaching stance
- Supportive coaching stance
- Equity-oriented approach

Skills to flex when coaching

Asking open-ended questions

Challenge
Support
Champion

Listening to understand, holding the focus

Articulating “what’s going on”

UC Berkeley coaching framework



Give and receive ongoing, dynamic, thoughtful, actionable feedback

Support and stretch each other's thinking (growth-based approach)

+

Challenge each other with support, and stress-test ideas

Have growth-based conversations that are short in length and strong on impact

Beyond the framework, skills, and styles of coaching, what does coaching culture look like? It's when people can freely...



**Next
Opportunity at
Work 2021**

Innovate, Collaborate, Grow!

Berkeley
UNIVERSITY OF CALIFORNIA

Available coaching resources and support

Resources

- Growing as a Coach *course*
- Growing as a Coach *toolkit*
- Check-out the link in the chat and in the video description for this video.

Support

People & Organization Development Coaching

- 1:1 career
- 1:1 or group reskilling, upskilling
- 1:1 leadership or cohort-based + 1:1 executive
- Group, team, organization

Peer coaching

Peer coaching...

- Is most common in the education sector
- Conversations about making things better - partners in growth
- A chance to take risks toward goals by speaking them into existence then getting some inquiry around your angle
- An opportunity to create some order to your priorities, passions, and goals

How it helps...

- Helps us keep moving (from good to great)
- Empowers coaching culture, a more engaged, caring, thoughtful, and efficient workplace
- Gives someone a spotlight, self and collaborative authorship, ownership
- By “doing the work,” we invest and grow

Framework



Skills to practice

- Active listening
- Paraphrasing
- Asking clarifying, open-ended, deeper-divide questions (to get the to heart of the matter)
- Empathy, affirmation, support

Modeling one way of peer coaching

Conversation #2: explore

- Groups of 2-3, a brief, but deeper convo ~15m
- Name, pronouns if you'd like, org, dept
- Share a bit about ONE professional development goal or challenge in mind
- Each person gets the spotlight for about 5m
- Share a bit about your growth area / goal
- Bring forward what you are thinking of doing to address the challenge
- Peer coach partners will listen, recognize you / clarify, and ask questions to help you unpack your options



Debrief / reflection

Conversation #3: plan

- Groups of 2, a bit more room and time to process
- Name, pronouns if you'd like, org, dept
- Take your career growth area or goal in level up
- In this space, you will take a few moments to talk about your topic and a few options you have on the table for action.
- In this space, your peer coach will listen and ask questions to help you formulate your plan.
- Switch!



Debrief / reflection

Upcoming Cal Coaching Network events

Insert graphic for panel once ready



Thank you!



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