

## The Seven Ways Peer Learning Can Be Applied in Your Organization

There are seven ways in which using the Peer Learning Group Model® can enhance the performance of your managers and add value to your organization:

1. As a self-managed **peer coaching method** to improve performance

This is the core and original application of the Model® as a stand-alone approach to professional development and performance improvement through self-directed and self-managed peer learning.

2. As an **extension of traditional skills building training** to make it apply to the context and needs of your organization

The Model® can make the knowledge acquired through traditional training (classroom or e-learning) applicable to your organization by allowing the participants to mold the new knowledge to the needs of your workplace.

3. As additional **support for individual coaching** for your managers

For those managers who benefit from executive coaching, the Model® offers an opportunity to practice and implement techniques they learn through individual coaching, and to share these techniques with the whole organization.

4. As a form of flexible task or **project management**

Topics in the Peer Learning Group® menu can be used as guidance for organizing joint projects or tasks, especially those that require finding innovative solutions or redefining the old ways of doing things in the organization. The three-stage process that the Model® uses leads to creative results based on the contribution of all the participants.

5. As an **introduction for new employees** to your organizational culture

New employees or managers can be introduced to your organization through participation in a Peer Learning Group which will allow them to learn the history and culture of your organization, while allowing the other members to get a fresh contribution from the newcomers.

6. As a **change technique** to overcome resistance in your teams

By offering mutual support and building trust among the participants, the Model's<sup>®</sup> approach can be used to introduce change into your organization that will be authored by the members of the group themselves based on the modules they choose.

7. As a **virtual support group for managers** or employees who are associated with your organization but are not a part of regular staff

The Model<sup>®</sup> can be used a vehicle for creating support and connecting your associates (such as your franchise operators or agents) who are not a part of your regular staff, yet who are critical to the business success of your organization.