



The Peer Learning Group Program

Learn. Share. Grow

What do We Do?

We help managers improve their ability to effectively handle management challenges, which often leads to an increase in performance, productivity and customer satisfaction. We use peer learning groups as a vehicle for mutual learning and coaching, and we help businesses to organize the peer learning process in their organizations.

How do Peer Learning Groups Work?

A peer learning group has up to **6 people** and meets for two **90-minute sessions** every other month to focus on management and leadership challenges of mutual interest to the group members. Each topic follows a unique learning track. Session 1 explores the topic in depth based on peer experiences and adds new ideas as to how the challenge can be handled differently. The participants then practice these new techniques for a period of 3-4 weeks in their own workplace. They return for Session 2 to reflect on their experience in applying their new skills. The explore-practice-reflect cycle can be repeated for as many learning topics as needed.

Peer learning groups are **self-directed** and self-facilitated, so there are **no 'outsiders'** participating in the meeting. Each group creates its rules for holding the meetings following PLI guidelines.

What Topics are Available?

There are eleven tracks: Communication, Conflict Management, Influence, Management, Meetings, Motivation, Performance Management, Self-Improvement, Staff Development, Supervision and Team Management. Each track has a variety of modules, which total 25 at the current time.

What could a Sample Peer Learning Program Look Like?

The peer learning group program can be organized around current **management challenges** and core **leadership competencies**. It can be easily assembled from the menu of available learning modules developed by the Peer Learning Institute. The following is a **sample** peer learning program that focuses on key challenges that confront managers and leaders:

- Delegating
- Developing your staff
- Making meetings work

- Building consensus on sticky issues
- Mentoring employees
- Setting clear annual targets (goals)

The peer learning program is flexibly organized and is **customized** to meet the needs of the participants. New learning modules can be added during the program based on the interests and needs of the groups.

What are the Benefits of the Peer Learning Group Program?

There are **many benefits** from participating in the peer learning group program. Your managers will:

- Build management and leadership skills through peer learning and knowledge sharing
- Share knowledge and tap into implicit skills and experience of others
- Generate new knowledge and skills through lateral learning among the peers
- Improve the organizational culture and boost performance
- Learn to apply new skills through controlled experiments and feedback from peers

How Can I Start A Peer Learning Program in my Organization?

The **Peer Learning Institute** (PLI) will help structure and put in place the peer learning group program for your organization. This can be done in one of two ways:

1. By working directly on-site with your training and development team to launch the program inside your organization
2. By offering an introductory two-day comprehensive workshop that will introduce your training and development team to the program and will allow them to practice the peer learning group method with peers from other organizations.

When working **directly within your company**, the Peer Learning Institute will:

1. Hold an initial meeting to explain the Peer Learning Group™ program to the training and development team and/or managers who will be involved in the program.
2. Assist in selecting program modules (based on the results of a survey instrument which asks managers to prioritize their challenges and learning needs).
3. Help to organize the peer learning groups in your organization for optimal results.
4. Coach the Peer Learning Group® in-house leader / manager how to administer the program in your company.
5. Help to facilitate the introductory peer learning module to build trust and collaboration between the participants of the learning group.
6. Provide guidance and advice throughout the program implementation to ensure best learning and performance outcomes.
7. Advise how to monitor and evaluate the peer learning program.

Alternatively, when the training and development specialists attend the Peer Learning Institute's **Immersion Workshop**, they will:

1. Define peer learning groups;
2. Discuss the peer learning group model;
3. Assess the impact of trust and psychological safety in a group;
4. Participate in a trust-building session;
5. Participate in a peer learning group practice module;
6. Discuss peer learning implementation steps; and
7. Develop a peer learning plan for their organization.

When they leave this workshop, they will be able to explain the peer learning group program to their managers, conduct the trust-building session, establish peer learning groups, help the groups select the topical module (s) of interest to them, and coach the managers who will serve as facilitators for their peer learning groups.

In either case, the Peer Learning Institute provides a **set of supporting learning materials** which include:

1. Peer Learning Group module materials on specific topics of interest to the group participants, including: Session 1 and Session 2 participant materials and facilitator guides;
2. The initial trust building session materials;
3. The Peer Learning Group Program Implementation Guide; and
4. An E-book that explains the value of peer learning for organizations.

How Much does it Cost to Participate?

The cost of the Peer Learning Group Program depends on the number of learning modules that will be utilized in the program. The price includes the initial setup of the program, the learning materials and on-going support throughout the program duration.

For More Information:

Call 608.255.2010

or email info@peerlearninginstitute.com.