P2P

TRANSFORM YOUR MANAGERS INTO AGILE LEADERS WITH PEER2PEER COACHING

While the road to becoming an Agile enterprise requires adopting Lean-Agile practices, the journey requires finding the right balance of attention to give across all of your teams. Too often, organizations overcompensate Working Surface teams at the expense of others, creating challenges throughout the business that can threaten success, generate conflict, and severely limit the transfer of knowledge. With proper coaching between peers at the management level, these companies can maintain the proper balance of focus and inclusion, drive the momentum of change and organization-wide learning, span boundaries, encourage sharing of ideas, and support experimentation and new initiatives.

Gear Stream's Peer2Peer Coaching(SM) (P2P) program transforms the practice of peer coaching by offering companies and managers a coaching model grounded in the values of personal growth and leadership mastery, organizational development and learning, and intentional network building. P2P targets your leaders and managers, providing them with coaching sessions and development exercises that foster growth and deliver tools to help them become successful leaders of Agile teams.

Some of the skills managers learn during the program include the following:

- Active listening

- Inquiry over advocacy

- Reframing and contextual agility

- Collaboration

- Balancing risk/experimentation with conservation/status quo

GEAR STREAM
EXPERT COACH

P2P MANUAL

MANAGER WORKSHOP

How it works

P2P Coaching helps managers explore business risks and trade-offs, try out new ideas, and discuss their own development with a trusted colleague. The engagement model consists of the following five steps:

MANAGER WORKSHOP

Managers participate in a 2-day workshop designed to introduce participants to the practices of coaching and the mindset of a coaching culture. During the workshop, managers discover how to make coaching conversations an integral part of their daily work.

PAIRING INTERVIEWS

Managers interested in participating in the P2P Coaching program identify themselves to their line management for enrollment. Our Expert Coach interviews them so that they can be paired in a complementary fashion.

PAIRING AND KICKOFF

Virtual group calls act as a kickoff on the program, the Coach and Coachee review the P2P Coaching process and introduce the peer pairs. The peer pair then meets for 60-90 minutes every other week throughout the program's duration.

GEAR STREAM SUPPORT

Our Expert Coaches provide support if needed. Additionally, a P2P Coaching manual provides monthly chapters covering coaching skills and ways to use coaching as managers.

SUSTAINING AND GROWING

Each participant enrolls every year, giving them a chance to engage with a new peer coach and share learning across their organization.

Benefits

Gear Stream's P2P Coaching program benefits include the following:

• Establish the manager as an active learner

• Provide a coaching culture that supports business agility

• Transfer learning from our Agile Management workshops into the workplace

• Generate collaborative norms that span the organization

• Reduce isolation and establish structural and interpersonal trust

• Maintain the momentum of organizational change

Conclusion

Gear Stream understands that true agile change requires skill development across the entire organizational stack. With P2P, you receive an impactful way to engage managers as partners in the change process. The structure effectively spans across the Working Surface and the Management Network, evoking and amplifying a new corporate identity that amplifies the momentum driving toward an Agile Enterprise.

ABOUT GEAR STREAM

Gear Stream helps enterprise and fast-growing entrepreneurial organizations deliver software that creates strategic advantage. By helping companies integrate business strategy with their own unique and tailored Lean-Agile collaboration and execution model, Gear Stream enables clients to deliver software on time, on budget, and on-demand in a way that fosters sustainable organizational growth and performance improvement. The result is software that users love and development practices that have a lasting impact on innovation, profits, and market position.

For more information on Agile GPS or Gear Stream's other products or services, contact us at 800-935-1420 or www.gearstream.com