

## PEER COACHING AS A RESOURCE FOR LEARNING, HEALING AND CULTURAL TRANSFORMATION

**FORMAT:** *About a third of the work will be in plenary demonstration and discussion to set up the practice; half will be done in practice trios. The remaining time will involve processing, sharing and reflecting in whole-group balcony moments.*

This track has been designed for those with an interest to train in a highly scalable, versatile, cost-effective method to bring learning-oriented practices and human-centered values to larger parts of the organization. The track will certify coaches, facilitators, and change leaders to run successful peer coaching initiatives (large and small), using the same app-enabled, evidence-based approach that has proven highly effective at Harvard University and Massachusetts General Hospital over the last six years: Convu. When members of a community listen to each other attentively and non-judgmentally, they come to trust each other, put down their defenses, and are better able to learn, heal and grow together. In so doing, they create a healthier and higher performing culture. A Convu Peer Coaching Initiative (PCI) is a scalable and affordable lever you can use to facilitate culture change. Harvard Graduate School of Education Adjunct Lecturer Marc Roudebush, and McKinsey Director Emeritus Zafer Achi, both Mobius Transformational faculty members, will facilitate experiences of listening, learning and culture-creation, and equip participants to run PCIs for their own organization or clients.

### LEARN:

- Key principles of effective peer coaching – such as valuing presence over expertise
- How to match participants with a partner & orient them in their role
- How peer coaching works as a culture change intervention & how to evaluate the success of a PCI

### APPLY:

- Recognize the sound (or flow) of learning and understand how to facilitate it
- Demonstrate the key moves of a peer coach, so participants can imitate them
- Practice assisting others to co-create high-learning communities of practice

### LEAVE WITH:

- The tools and understanding you need to run a Peer Coaching Initiative
- Access to the Convu peer coaching platform to streamline your participants' experience, reduce administrative hassle, and offer "graduates" a welcoming alumni community
- A sense of belonging to a community of practitioners with whom you can continue to learn, grow and collaborate

### PREREQUISITES:

- Experience as a coach and facilitator of group learning
- A willingness to study the "manual" that will be provided before and during the track



**ZAFER ACHI** is a McKinsey Director Emeritus where he served clients for thirty-four years in all facets of business and across sectors and industries. Currently he is a Mobius Senior

Expert, leadership coach with Cultivating Leadership, and designer and facilitator of leadership development interventions. He works with individual senior executives (chairs, CEOs, CFOs), to expand their leadership repertoire and meet performance objectives; executive teams, with a particular emphasis on family-owned businesses; and companies with leadership development ambitions, particularly in professional services and technology.



**MARC ROUDEBUSH** is a seasoned executive coach and coach trainer, and a pioneer in the field of peer coaching. He is the founder of the peer coaching platform, Convu

("where listening happens"); a faculty member of the Minds At Work Immunity to Change Coach Certification Program (founded by Robert Kegan and Lisa Lahey), and a member of the coaching faculty at the Harvard Graduate School of Education. Marc has 25+ years' experience applying Organizational Learning and Leadership skills in the workplace. In addition to 10 years of operational management in director and senior management roles, Marc brings 15+ years of full time experience as an executive coach, trainer, and consultant to mid- and senior-level leaders.