Collegial Coaching

Collegial Coaching is a professional development method aiming at increasing collegiality and improving performance. There are five main functions:
Companionship: Talk about success and failure with a new approach.
Feedback: Give each other objective, non-evaluative feedback.
Analysis: Help each other extend the control over a new approach.
Adaptation: Work together to fit an approach to the special needs of an assignment.
Support: Provide needed support.

SDC – Knowledge Management Toolkit

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Steps in an Collegial Coaching

1. Define roles: (A) Requesting person and (B) coaches.
2. A exposes the own situation and formulates the core question for the coaching.
3. Coaches (B) ask questions of understanding; A provides answers.
4. Coaches (B) discuss among themselves about A's case and about the way he presented it. They share own experience of similar situations and challenges. A just listens.
5. A reacts on the discussion of the coaches. If needed, steps 2 to 4 are repeated (new core question).
6. A declares next steps to do.

More information: www.daretoshare.ch

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