



# Tips on Starting a Peer Coaching Group at Work

**By Right Management**

**P**eer coaching is another option alongside traditional coaching and mentoring. With peer coaching, you can mutually benefit your equal peers within your organization by meeting weekly or monthly to discuss your career goals and how to become a better employee. The following five tips will give you a basis for organizing a peer coaching group at your place of work.

Talk to your boss about your plans and make it a part of your career conversation. Getting your employer's and manager's blessing is a great first step so that you and your peers have an open door to requesting resources when needed. Plus, if you discuss your plans with your boss, then your peer coaching can be incorporated into employer-sponsored coaching and mentoring plans more seamlessly.

Get a core group of peers ready and willing to participate. Rather than just announce your plans to the entire company and hope someone joins you, talk to a few peers to see if there is any interest. Get a commitment from a handful of core participants before you go company-wide.

Get a buy-in from company executives and your HR team. This is a critical step, especially if you aren't getting anywhere with your manager. Mention to your HR director that you'd like her support in setting up a peer coaching group at your place of employment. Your Human Resources Department can help you launch your company's peer coaching program with a built-in platform for reaching employees at every level of the organization. Let them know you'd be willing to be the point person for the group, if necessary. That could then be put on your resume for future career advancement.

Offer to be the group's facilitator, but be willing to take direction. Be open to suggestions from executives, managers, your peers, and your company's Human Resources Department.

Sell the benefits and provide resources for those willing to consider your plan. Before you talk to anyone, make a list of the benefits of peer coaching. Seek outside resources to get started with. This alone will save you time and could save your company money.

In today's workforce, employees are taking more responsibility to manage their own careers. Peer coaching can be effective if you have the right structure in place and plenty of support from managers and executives in your company.

## About Right Management

**W**e are global career experts. Established in 1980, we have over 35 years of experience in career management and talent strategy. In that time, we've put 40,000 people to work every day, conducted over 12 million interviews per year and successfully transitioned more than three million people into new roles.

Right Management is the global career expert within ManpowerGroup (NYSE: MAN), providing tailored global workforce solutions that identify, develop and transition talent to optimize business performance. As career experts, we enable companies to win by helping employees build successful careers in the Human Age.

We drive better outcomes through our expertise in organizational effectiveness, career management and individual development. Right Management has offices in more than 50 countries and partners with companies of all sizes, including more than 80 percent of the Fortune 500.

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