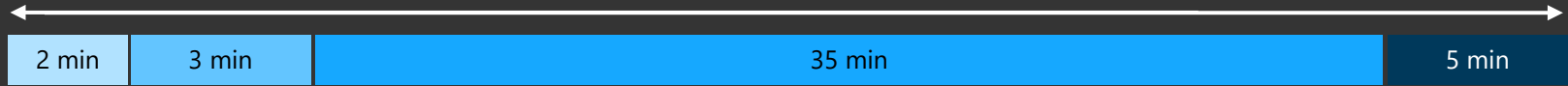


THE PEER COACHING PROCESS

1 round = 45 minutes



Allocate **Hats** in group for this round

The **THINKER** presents their dilemma

Peer Coaching = **THINKER** reflects and answers questions from the 3 other hats

- **Optimist, Analyst, Visionary** ask questions only ...
- ... and do not (!) offer solutions
- They keep the conversation to the right = solution focused
- The **Thinker** answers their questions - succinctly
- They can go in any sequence - however they listen where the conversation is going and keep a natural flow

THINKER summarizes key insights and potential actions



In total: 2 rounds of 45 minutes
(switch hats after each rounds)

