

# Creating Out Loud: A “forum style” approach to peer coaching



## Overview

### Purpose

This Discussion Guide outlines a “forum style” approach to Goal-focused peer coaching that your circle might like to use – either alone or in combination with Creating Out Loud Topic-based Discussion Guides.

### Agenda

This “forum style” approach to peer coaching is adapted from a 2-year long program for senior executives developed by the inventor, business theorist, and academic Jim Liataud.<sup>[1]</sup>

In this approach, one circle member per meeting brings an issue or concern to the group for discussion and input. This is called the “Target presentation.” Other circle members then discuss that issue, asking clarifying questions and sharing their experiences. Advice is provided only if explicitly requested by the presenter.

Like all Creating Out Loud sessions, each meeting also includes a “Being here” check-in and a “What next?” check-out, to build continuity and connection across sessions.

Depending on the number of members in your circle, these meetings can last between 1¼ and 2 hours.

Activity	Timing
Being here	Approx. 15 minutes
Target presentation	Approx. 20 minutes
Personal introduction & clarifying questions	Approx. 10 minutes
Presenting concern	Approx. 10 minutes
Group discussion	Approx. 30 minutes
Advice (optional)	Approx. 5 minutes
What next?	Approx. 5 minutes

## Being here

### Acknowledging Country

Please acknowledge the Traditional Custodians of the lands on which you are meeting today.



Take a moment to reflect on what Aboriginal and Torres Strait Islander Elders have contributed – and continue to contribute – to this Country.

Pay your respects to Elders past, present and emerging.

Acknowledge any Aboriginal and Torres Strait Islander people in this meeting.

## Target presentation

Before each meeting, decide which circle member will deliver the “target presentation” at the next meeting. That person becomes the meeting “host.”<sup>[1]</sup>

The “target presentation” has two main parts:

1. The host introduces themselves and shares some of their personal history, including select highlights of their career and/or company.

Other circle members may ask “clarifying questions,”<sup>[1]</sup> so as to get to know the host better.

2. The host then presents their “biggest concern or problem at this time.”<sup>[1]</sup>

Again, circle members may ask “clarifying questions to make sure they understand the issues.”<sup>[1]</sup>



**TIP:** No one should interrupt the host or provide advice at either of these stages. Both the “host” and other circle members might like to use the spaces above to make notes.

## Group discussion

In this part of the meeting, circle members “share with the host personal experiences of their own that posed similar issues and concerns.”<sup>[1]</sup>

**TIPS:** Use “I” statements to share your experiences. Avoid giving advice. Sharing experiences – rather than giving advice – allows both the host and other circle members to draw their own insights from your experiences. Both the host and other circle members might like to use the space above to make notes.

## Advice (optional)

Circle members should provide advice only if asked explicitly to do so by the host.

Each person is “limited to one minute to offer what they would do if they were in the host’s situation.”<sup>[1]</sup>



## What next?

Making the most of peer coaching involves taking at least one step after each meeting. This might mean learning more about the topic of this meeting, pursuing your own personal or professional goals, and/or helping other circle members pursue their goals.



Steps you might take after this meeting include (but are not limited to):

- choosing a specific goal to work on over the coming weeks
- reflective journaling
- sharing any resources you might have that could help other circle members
- preparing to become the host at the next meeting

## What one step will you take before the next meeting?

**TIP:** *Choosing a step now, writing it down, and telling your fellow circle members about it can help you make progress towards your goal. At the start of the next meeting, other circle members will ask you about this step, providing a gentle form of accountability – without judgement.*

## References

1. Cherniss, C., *Helping leaders to become emotionally intelligent*, in *Extraordinary leadership: Addressing the gap in senior executive development*, K. Bunker, D.T. Hall, and K.E. Kram, Editors. 2010, Jossey-Bass: San Francisco. p. 97-120.

## Additional Discussion Guides

Discussion Guides on various topics related to arts and culture can be found at: <https://creatingoutloud.business.uq.edu.au/>

## Acknowledgements

This Discussion Guide was prepared by Dr Kate Power, as part of the “Creating Out Loud” research project.

Dr Power acknowledges all First Nations peoples, particularly in the Country in which this work was undertaken. On behalf of The University of Queensland, Dr Power pays respect to First Australian Elders past, present and emerging.

Dr Power thanks each of the participants in the Creating Out Loud project, as well as anonymous reviewers from the arts and culture sector, whose feedback has contributed to the design of this Guide.

The opinions in this Discussion Guide do not necessarily represent the views of The University of Queensland, funding / industry partners, or the individual members involved in the reference groups.

## About Creating Out Loud

“Creating Out Loud” is an 18-month Industry Research Fellowship funded by the Queensland Minister for State Development, Tourism and Innovation, under the Advance Queensland Industry Research Fellowship program.

Creating Out Loud was developed to support Queensland’s artists and arts managers as they recover from and rebuild business, artistic, and cultural practices following the COVID-19 pandemic.

For further information visit

<https://creatingoutloud.business.uq.edu.au/>



## Industry Reference Group

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To interrupt the flow of this Discussion Guide as little as possible, reference information appears at the end of the guide and direct attributions have been minimized.

This guide includes links to various web material. All links were working at the time of publication. Please note however that these links may become outdated over time.

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