

Module 6 – Peer Group Counselling

Why - Objectives

This short workshop teaches the method and how to set up an ongoing self-organized group. Peer Group Counselling is an effective form of leaderless coaching among persons of approximately the same age, status, and interests: i.e. PhD students, postdocs, group leaders, or science managers.

Participants consult with each other about key issues of their professional lives, to find solutions to difficult situations with colleagues, collaborators or persons at different hierarchical levels. It empowers participants to deal effectively with professional problems, to strengthen cooperation, to make informed decisions and to reduce stress. As a result, group members become more professional in their work environment.

The core ideas of collegial counselling easy to grasp, but its successful implementation requires a clear framework conditions, committed participants, good interaction within the group and a supportive 'collegial' attitude on the part of those involved.

In this compact workshop, participants are given the tools they need to work together on issues together in structured meetings - without external expertise. However, it is recommended that the peer group is regularly supervised by an experienced trainer.

What – Topics

<p>Method and Structure ...how does it work?</p> <ul style="list-style-type: none"> • <i>Guidelines and attitude</i> • <i>Six phases of the process</i> • <i>Consultation Modules</i> <p>Roles and Rules ...and their different tasks</p> <ul style="list-style-type: none"> • <i>Moderator</i> • <i>Case Presenter</i> • <i>Consultants</i> 	<p>Process – short and long-term ...how to establish a peer group</p> <ul style="list-style-type: none"> • <i>Case studies to practice</i> • <i>Reflection on the method</i> • <i>Avoiding common pitfalls</i> • <i>Regular meeting schedule</i> • <i>Supervision to ensure good practice</i>
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How - Methods

The training is conducted over **4 hours** of short theory lessons and two case studies, which are provided by the participants to ensure that the scenarios are as realistic as possible. For that a questionnaire is sent to the participants in advance.

When - Course schedule (example)

1. Day 9:00 – 13:00

Where – Location

A Seminar room at your institute or online via Zoom.