

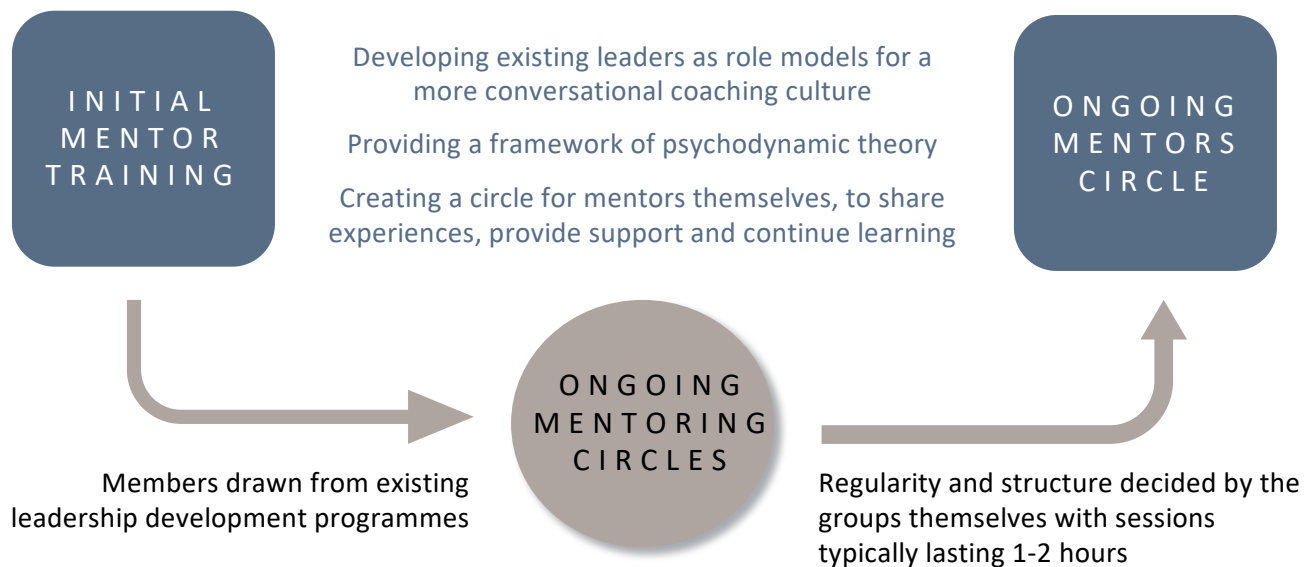
PEER MENTORING CIRCLES



IMMEDIATELY ACCESSIBLE DEVELOPMENT

A global bank needed a way to extend development beyond its formal development programmes so participants could continue learning from each other. They wanted to provide immediate and accessible development support that was relevant to the challenges that faced people in their work.

CREATING A COACHING CULTURE



SHARING KNOWLEDGE

Participants may share knowledge, experience and ideas and can learn from one another

PEER COACHING

Participants may provide coaching and support to help each other through tough development challenges

BREAKING DOWN SILOS

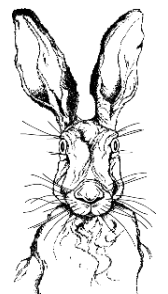
Participants may form networks of trust and communication to open up personal opportunities and support organisational performance

CHANGE ACTIVISM

Participants may gather around topics they are passionate about and find ways to influence and lead change in their organisations

SHAPING CULTURE

Participants may develop coaching and leadership skills which shape the conversations across organisation



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