

# Information Sheet: Peer Groups

## Basic Information

The peer group is a continuous element of advanced training in TCI. The purpose of the peer group is the further development of one's own initiative and self-organization (chairperson). This is why it is designed as a "group of siblings" without permanent leadership. It allows its members to deal with their own biography. An important aim of the group is the promotion of leadership skills.

## Aims and Contents of Peer Group Work without Supervision

- Exchange of experience and thoughts concerning personal and professional learning with TCI, mutual support during the learning process and counseling when questions and problems come up.
- Exercising cooperative collaboration in groups without external leadership.
- Experiencing and reflecting on group processes and one's own behavior in groups.
- Gaining leadership experience as well as giving and receiving feedback.

### *Further subject areas are:*

- competition and trust
- power and powerlessness
- adoption and rejection of responsibility
- How do I work with and without hierarchic leadership?
- How do I adopt or reject a position of leadership and authority?
- correlation of these topics with one's own biographical experiences (e.g. family of origin, career, school, partnership, ...)
- leadership feedback
- issues with respect to theory and methods
- applying TCI in the field

## Aims and Contents of Peer Group Work with Supervision

RCI instructors are entitled to provide peer group supervision. In addition to the topics mentioned above, supervision in peer groups mainly relates to the following:

- Reflecting on work processes and group processes, as well as clarification of relationships within the group
- Supervision of leadership in actual group situations and working on issues which come up in this context

Some groups were happy to be accompanied by one single supervisor. And some groups invited several supervisors to provide guidance. This is a decision made at the discretion of the peer group. A combination of both systems is also possible. This guarantees continuity of supervision during the period of training while at the same time allowing the group to experience different modes of working by the RCI instructors.

We recommend that supervision be provided for the entire duration of the peer group period.

## **Structure**

Working hours with the peer group add up to at least 20 working units of 90 minutes each, without an external leader, and respectively 20 working units of 90 minutes each under the supervision of an instructor from RCI-international. The ideal group size is between 6 to 12 participants.

Further information is provided in RCI-international's training guidelines, application guidelines and fee recommendations.

## **Organizational Issues**

In general, peer groups start after the Concept Workshop (CWS). To allow for new group- and learning processes, the peer group should be a new group whose members have just completed basic training in TCI.

The peer group covers different fields of activity (dealing with different perspectives, conditions of work and globe).

Peer group members design their initial sessions themselves, in order to get to know each other as a group, to agree on topics and experience and reflect on leadership situations without a hierarchy. Subsequently, a first supervision unit may be feasible.

We recommend to do long-term planning and clear, written stipulation of agreements with respect to all aspects. Meetings of two to six working units have proved to be the appropriate timeframe for this purpose.