

PLG

Peer Learning Groups and Team Effectiveness

Group development processes optimise team potency by connecting the participants emotionally and intellectually with each other, their role requirements and the organisation.

Insight to Influence offers two approaches to group development: **Peer Learning Groups** whose membership is made up of people in similar roles or levels across the organisation and **Team Effectiveness** which includes the Leader and their direct reports.

Throughout these programs, the participants actively construct their own knowledge and skills, creatively problem solve, make meaning of the group dynamic and progress individual, team and business-related issues. In the process of working together, the participants develop a deep appreciation of themselves along with a profound understanding of complex human behaviour, system dynamics and the business context and needs for the future.

Our skilled psychologists and facilitators support the group as it learns, discerns and adapts to what is required to achieve both harmony and disruption. Inter-relational capabilities are intensified along with breakthrough performance and purposeful business outcomes.

“A shift from training events to regular learning interventions is a powerful competitive advantage that brings about sustainable improvements and high value outcomes”

LOCHARD ENERGY

Lochard Energy adopted Peer Learning Group processes to address a range of organisational challenges being faced by the leadership and those at the ‘coal face’. Within 6 months, tangible benefits were evident and have continued to transform the culture including:

- *Significant reduction in negativity and blame, transforming to greater ownership and accountability in resolving issues being experienced*
- *Empowerment and proactive participation in finding solutions to complex problems*
- *Leading change with higher levels of involvement and cross functional collaboration*
- *Improved relationships within and between teams including maintenance, engineering, operations, projects and corporate functions*
- *Engagement and increased trust in the leadership*



“ *Everything that irritates us about others, can lead us to an understanding of ourselves.*

— Carl Jung

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PEER LEARNING GROUPS

Peer Learning Groups are a contemporary approach to experiential learning characterised by an understanding that skill development is most successful when working with live challenges that are being faced by the group in a given organisational system and context.

Our skilled facilitators create a safe, yet not always comfortable, learning space for a small group of peers (6–8) who come together at regular intervals.

The process enables the learners to practice interpersonal skills and provide coaching support to each other in the here-and-now. In essence, the participants learn how to learn publicly whilst they collaboratively and creatively problem solve.

In Peer Learning Groups, the participants take responsibility for their own learning. Each session is determined by the emerging business needs and predominantly led by the learners in terms of what issues or role dilemmas are worked with and the skills required to make progress.

The group discuss the undiscussables, pay attention and reflect on the group's behaviour and agree on purposeful actions to be taken. Peer Learning Groups are a powerful intervention to boost engagement, accountability, diversity, innovative solutions and change intelligence.

TEAM EFFECTIVENESS

The maturity of the team determines where we commence work. The first step is to consult with the leader to gain perspective on the team's performance, challenges and the contextual factors that might contribute to the problem or perceived dysfunction and development needs.

Preliminary foundation work enables the leader to connect and align the team with its purpose, strategy, roles and performance expectations. The team also clarify role boundaries, interfaces and the quality of stakeholder relationships necessary for success.

Whilst these activities are facilitated, communication patterns are explored as well as how the team manages diversity, conflict, innovation, problem solving and decision making.

As the team develops, the facilitator and team work towards a deeper level of consciousness to help process and progress the unhelpful group dynamics being activated and inhibiting the team's performance.

Our specialist facilitators work holistically using a variety of creative modalities and learning techniques that lead to new insights, skill development, sustainable behaviour change and tangible business benefits.



Insight to Influence is an organisational development consulting firm that works holistically to improve business performance across three pillars of transformation: People, Technology and Processes.

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Curious? Call us for a no obligation program overview.