

2022

International
Confederation of Energy
Regulators (ICER)

Women in Energy

ICER Women in Energy Peer Coaching Programme Handbook



1. The ICER WIE 2022 Peer Coaching Programme Concept

Concrete, specific and up to date

A good way to see that you are not alone as a mid-career woman is peer coaching. The good news is: you are not alone!

We understand peer coaching as a form of support among colleagues in everyday management. The experience and knowledge of other leaders, the peers, can help to process the matter.

PEER COACHING:
You are not alone
with your aspirations!

Perhaps the most important step is the mental attitude towards peer coaching: the person who brings the concern needs an attitude of “I trust the experience of others, I dare to ask questions without losing face and I can accept advice appreciatively”. In a management culture in which questions are commonplace as a resource-oriented tool, peer coaching can really be lived as a result.

2. Tools for peer coaching – examples

Helpful management tools

- **Feed Forward**

This is a simple tool that can be used quickly at any time. The special feature of the methodology is that you ask a few people one after the other for ideas by means of a short question (e.g. please give me a tip on how I can solve this conflict!). One does not strive for a discussion but concentrates purely on listening.

- **Tetralemma**

A recommendable tool from systemic consulting is the Tetralemma, which helps when you are faced with an either/or. It shows several options, with peers giving ideas not only for one or the other approach, but also for "something of both" and "neither of both". **The unbiased and creative brainstorming** usually results in **new perspectives** on a challenge.

More structured approaches

Colleague counseling, also known as collegial case processing, is a small group intervention that enables the person bringing the concern to reflect on the hypotheses formed by their peers and to draw from a treasure trove of recommendations based on them. In just under an hour, the approaches, and perspectives of others (max. twelve people) can be embedded in your own solution finding.

3. Guidance, communication and code of ethics

Along with an elaborated concept of peer coaching and its methods and a simple guide (→**vade mecum**) with a code of ethics of peer coaching (communication with appreciation), a template for minutes and notes as well as references, will be made available to all peers.

4. How to join the 2022 peer coaching programme?

For this 1st round of the peer coaching programme (June 2022-March 2023), prospective peers must submit a completed application to martina.schusterova@ceer.eu (see separate application form) before **31 May 2022**. The programme runs from June 2022 until the end of March 2023.

5. Who can join the ICER peer coaching programme?

The ICER peer programme is open to **mid-career women** working at an energy national regulatory authority.

6. What can you expect from the programme?

This programme is an opportunity for mid-career women working in the energy regulatory authority to be paired with someone who is in the similar point in their career. The peer coaching offers the possibility to exchange with someone outside of our “bubble”.

In a nutshell: peer coaching...

- connects colleagues from different areas,
- opens new doors,
- promotes corporate communication,
- can be applied and lived without much effort and training,
- brings different experiences and expertise together,
- shapes management culture.

7. Timelines for the 2022 Peer Coaching Programme

Deadline for Applications for peers:	31 May 2022
Notification of with whom you are paired:	early June 2022
Kick Off Webinar (<i>ICER Peer Coaching Programme</i>):	mid-June 2022
Programme Ends and Get-together of peers:	WFER in Peru on 22-25 March 2023

8. Kick off webinar

In the webinar you will learn the methods of peer coaching based on a peer group who serves as a model for you. By observing the peer group (2 or 3 mid-career women) you will see how peer coaching works. At the end of the webinar, you will have the possibility to ask questions about the method.

9. Meeting frequency

Participants in the WIE Peer Coaching Programme are expected to maintain frequent contact (e.g., monthly meetings). Frequency of contact is more important than the communication method.

10. References and Further Reading

Brockbank, A. & McGill, I. (2006). Facilitating Reflective Learning Through Mentoring & Coaching

Mathias Varga von Kibed, Insa Sparrer "Ganz im Gegenteil"
Youtube in german: <https://www.youtube.com/watch?v=-Uwrz8gzE2E> (Tetralemma)

Stephen R. Covey (2020), 7 Habits of Highly Effective People