



No More Rhubarb

Facilitated Peer Circles

What's all this then?

A Peer Circle is a private group of invited business leaders, formed to support its members by working together to share challenges, solutions, knowledge, expertise and experience.

Members gather approximately every 6 weeks and are professionally facilitated to co-operate in learning from each other's successes, setbacks and practices.

The point is to realise opportunities, overcome challenges, develop themselves and their businesses.

The conversation is structured and facilitated to ensure efficiency and effectiveness, leading to specific actions self-directed by participants.

Members take action following the gathering and report the results back to their co-members the next time they meet. This helps everyone move forward on their challenges and learn from each other's progress. The fact that members always report back to the group helps everyone hold each other to account for progressing with their issues and opportunities.

Who are they for?

For business owners and leaders who wish to form a strong inner circle of trusted "peer advisors". Leadership can be isolating for those who aren't able to explore ideas and share difficulties confidentially with others who understand the experience.

Critical friends give fresh perspectives on our own opportunities, plans and issues. Even the act of explaining a problem or dilemma to those outside of our own context, is often powerful at releasing new thinking.

What Happens?

After introductions and agreement on confidentiality the group runs one iteration per person of the structured challenge sharing process. At each gathering everybody will have the opportunity to share a challenge, problem or opportunity that they are facing or expect to face in future. They are questioned by the group until all those present understand the issue.

In general the act of answering the clarification questions causes some new thinking on the part of the presenter. The rest of the group also may generate suggestions, ideas and offers of help or resources. These form some of the actions that the presenter chooses to take away.

At the next session everyone will report on what happened when they took their actions and decide whether to ask for further attention on the same challenge, or to choose a new one.

What happens outside of the meetings is where the magic multiplies. Everybody leaves each gathering knowing what actions they are going to take and that they'll need to have progress to report next time. Action drives momentum, so participants inevitably move their plans forward more than they otherwise would have done so!

What is the result?

The impartial questioning and understanding of your group helps you to see new perspectives on the challenge that you share. The challenges of others stimulate your thinking to generate new ideas and options for you.

Collaborating with people in similar positions with challenges both similar and unfamiliar gives you access to the varied experiences of the group and their wisdom, without the feeling of being told what to do by an outsider.

The actions that you select during the gathering drive forward your business agenda and encourage you to build momentum towards overcoming your challenges, realizing your opportunities and driving your development projects.

Each gathering tends to produce a number of follow up conversations, which multiplies the magic in between sessions by keeping you energized and focused on what you've defined to be important.

You'll build a set of trusted connections, far stronger than networking alone can provide. Often co-members find new business opportunities together.

If you need to evidence Continuing Professional Development (CPD) to a professional body you can use your notes and actions from each gathering as evidence. In addition you can record the time and effort that you put into you're the actions that you take as this contributes to your CPD.

How to take part

If you have received this information as part of an invitation then go ahead and attend your first session using the information that your host provides.

You do have to be invited to join a peer circle, so if you have heard about the concept, but don't have an invitation then your best option is to form your own.

To form your own circle you'll hand pick your own potential co-members, who you'll invite to join your group. Carefully select only people that you would like to co-operate with and that you believe will be able to build trust with each other.

Get in touch on circles@nomorerhubarb.com to talk more about using an invitation you've received, or forming your own circle.

About No More Rhubarb

No More Rhubarb is a facilitation services company founded by Will Woodward. We provide independent professional facilitators to guide any conversation when the outcomes needed will require effective co-operation, creativity and efficient use of time. Find out more at www.nomorerhubarb.com or connect with Will on LinkedIn <https://uk.linkedin.com/in/willwoodward>