

Peer Support Cohort Facilitator

Helping participants stay accountable to their personal and professional goals through regular check-ins and support.

Objectives:

Encourage peer support and constructive feedback.

Foster an environment of growth, learning, and mutual accountability.

Track progress toward individual and group goals.

Group Structure:

Group Size: 6-10 participants for effective interaction.

Frequency: To be decided by the group. Bi Weekly is preferred. 60 minutes per session.

Frame work for peer sessions.

- Opening check-in (5 min): Share wins, challenges, and updates since the last meeting.
- Goal updates (30-40 min): Each participant shares key progress on their goals and any challenges.
- Peer feedback (15 min): Group offers support, insights, and suggestions.
- Next steps & commitments (5 min): Participants outline next week's goals and specific action steps.

Facilitators Role:

Set the Tone: Establish ground rules for confidentiality, respect, and active participation.

Guidance: Encourage constructive dialogue, ensuring each participant is heard and receives equal time.

Accountability: Track individual commitments and follow up on them in the next session.

Encourage Growth: Promote reflection, learning, and problem-solving through peer feedback and open discussion.

Tools and Resources:

Tracking System: Use a shared document or platform to record goals, progress, and next actions.

Meeting Agenda: Prepare a standard agenda to structure meetings and keep the group on track.

Group Chat: Encourage ongoing communication between meetings for added support.

Follow-Up and Evaluation:

Bi Monthly Review: Facilitate a monthly review session to evaluate group dynamics, goal progress, and any needed adjustments.

Feedback Loop: Gather feedback from participants to improve the group experience and ensure it meets their evolving needs.