

## Peer-to-Peer Groups by Kate Davenport

### What is a Peer-to-Peer group?

With nearly 150 Mentees on this year's Equilibrium programme, it can be hard to get to know other Mentees and to connect on a regular basis. We have therefore decided to reintroduce the idea of Peer-to-Peer groups of 8-10 people. Peer-to-Peer groups present an opportunity to share experiences, challenges and strategies. They can provide a platform for learning, growth, mutual support to complement the other activities in the Equilibrium programme.

### What is the expectation?

The Equilibrium Executive will assign individuals to groups. We will seek to attain a balance within the groups to assure a degree of diversity and so that you can meet Mentees from different professions and walks of life. You are free to agree amongst yourselves how to organise meetings and communication, but the expectation is that you should agree a channel of communication e.g. a WhatsApp group and seek to meet several times in the course of the year, with the purpose of sharing experience, as well as learning from and supporting each other.

### Topics of conversation

Groups often find that topics of conversation will develop organically once they have connected and 'broken the ice'. However, to get things going, here are some questions that you might like to share thoughts on, to get things going:

- *What do you enjoy about your current job?*
- *What drew you to the Equilibrium Mentoring Programme and what do you hope to get out of it?*
- *What challenges do you face in your working environment?*
- *What are your aspirations for the future?*

We have assigned Alumni from the Equilibrium Programme who are willing to facilitate a meeting of your group or to support a particular activity or discussion. Once the Peer-to-peer groups are formed, we will let you know who your facilitator is and where you can communicate together.

### Common project

Peer-to-Peer groups on leadership and mentoring programmes frequently look to work together on common projects as a means to get to know each other better, learn from each others' different approaches and to give a common purpose to their meetings. If you have other ideas of a project you might undertake as part of your Peer-to-Peer group, don't hesitate to speak to **Julie Sedláková** about how the Equilibrium Executive might support this further.