

August 2024

Beyond Teams:

A Complementary Role of Peer Coaching Groups

This month we're focusing on our fellows' research projects.

On August 7, [Research Fellow Roman Terekhin, PhD](#), presented the intriguing outcomes of his project analyzing the effects of peer coaching.

Research Question:

How do group characteristics impact peer coaching groups' outcomes, and are the effects of experiences in PCGs different than the effects of experiences of Administrative Groups (ADMGs) at work?

Definition of Key Terms:

- *Peer Coaching Groups (PCGs)*: Organized groups of people of relatively equal status that meet regularly to provide mutual support with personal and professional development.
- *Administrative Groups (ADMGs)*: Typical work groups within organizational settings that may include supervisors and subordinates, focusing on task-oriented activities

This was a quantitative analysis of factors and impacts with a clear link between relationship quality and peer coaching outcomes and notable perceptual differences by gender.

Additional areas of discussion included how much guidance and support is helpful and how flexibility impacts perceptions of a coaching group's usefulness.

Rich discussion followed Roman's presentation. Audience members asked about differences by industry, gender, and geographic location (e.g., Eastern vs Western Europe; and Europe vs. the US or elsewhere); the measurement and analysis of Group Emotional Intelligence (EI); new research on "collective intelligence" and how teams of women are more collectively intelligent; how to manage intra-group competition; and how best to establish a peer coaching group, including for students.

We look forward to publishing the project's executive summary one-pager and Roman's *Social Impact Paper* on our website.

–
All of our ***Social Impact Papers*** are freely available online [here](#), including the newly published paper by [Research Fellow Priyanka Joshi, PhD](#), on the relationship between leader communication style and employee voice in an organization:

think²
perform
**RESEARCH
INSTITUTE**
New Publication



**LEADER
CONSTRUAL LEVEL &
EMPLOYEE VOICE:
A FUTURE TEMPORAL
FOCUS PERSPECTIVE**

Priyanka D. Joshi, PhD
2022-24 Research Fellow
SOCIAL IMPACT PAPER #3



[**think2perform Research Institute**](#) has funded research and leadership development programs since its founding as a nonprofit 501(c)(3) in 2016.

Learn more about our:

- [Research Fellowships](#)
- [Future Leaders Academy](#) for youth

[Donate now](#) to support our mission to advance moral, purposeful, and emotionally intelligent leadership to inspire and engage current and emerging leaders.

Contact: bhammer@t2pri.org | +1 612.843.5017