



Get   
**Future  
Ready**

**Unlock Peer  
Potential**

 **GP Strategies®**

# Unlock Peer Potential

Imagine a workplace where every team member collaborates seamlessly, takes ownership of their responsibilities, and consistently exceeds expectations. Sounds ideal, right? That's the goal of the Unlock Peer Potential course!

Instead of micromanaging or pointing fingers, this course empowers employees with the tools and mindsets they need to deliver outstanding results and grow in their roles. It's about fostering a culture where everyone feels responsible and motivated to contribute their best.

The Unlock Peer Potential course is designed to equip individual contributors with essential skills for thriving in today's dynamic work environment. Covering topics such as effective communication, empathy, active listening, and providing constructive feedback, this course helps build a culture of ownership, responsibility, and collaboration.



**Skills for Performance:** Focuses on enhancing virtual collaboration and introduces the 7Ps framework to improve team dynamics.

**Having the Right Conversations:** Emphasizes the importance of empathy, active listening, and responding generously to foster effective communication.

**Everyday Performance Conversations:** Introduces the EC<sup>2</sup> model, which focuses on exploring situations by questioning and listening, collaborating on solutions, and committing to actions.

**Action Planning:** Encourages participants to set personalized micro-tries (small, incremental changes to apply in the workplace for continuous improvement).



# The Experience

The session begins with identifying essential skills for team performance and collaboration. Participants reflect on what did and didn't work during a recent experience virtually collaborating with others.

Learners are introduced to the 7P's Framework—Plan, Person, Processes, Participate, Progression, Protect, and Purpose. They also explore the elements of effective conversations, focusing on empathy, active listening, and responding generously.

The EC<sup>2</sup> Prompt (Explore, Collaborate, and Commit) is introduced as a model for providing positive feedback. Participants practice questioning techniques, collaborative problem-solving, and making commitments.

The session concludes with practical activities and reflections, encouraging participants to implement small changes in the workplace to establish new habits and enhance team collaboration.



# Objectives

Upon completion of this session, participants will be able to:



Understand the nature and requirements of a high-performing team.



Identify the type of conversations required to unlock team potential.



Understand the expectations of individual team member(s) and what's needed to collaborate effectively with them.



Practice empathy, active listening, and questioning skills.



Demonstrate the ability to deliver constructive feedback to peers.

## Duration

(1) 3-hour VILT session

## Target audience

Individual contributors, people leaders

## Class size

This course is designed for up to 25 participants.

## Available language

English



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