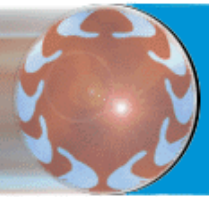


Peer Resources



Navigation Tools for the Heart, Mind and Soul™

Announces

Extraordinary Opportunities

In

Coach Training

and

Professional Development

Enhance your skills, vision and wisdom to help others
create the future they desire

If you have:

- Understood the feelings of others...*
- Been approached by friends or family for advice...*
- Helped co-workers create solutions to problems...*
- Overcome personal setbacks or obstacles...*
- Searched for ways to help others more effectively...*
- Demonstrated leadership during tough times...*
- Gained wisdom from struggling with life transitions...*
- Learned valuable lessons from previous experience...*
- Achieved your goals with peer support...or*
- Created reality from visions, dreams, or aspirations...*

...then you're probably a Natural Coach. Join kindred spirits in our courses, seminars and individual studies to build and strengthen your coaching skills.

About Coaching:

Coaching is a one-to-one relationship with a professional coach/consultant who helps you clarify and articulate what you want most from life and how best to achieve it. Coaching helps you create the results you want in life, work, relationships, and spiritual growth—in spite of the obstacles you encounter.

Coaching helps you approach life, not as a series of problems to be solved, but as opportunities to create what you truly want. Living life from a creative stance enables you to produce results with less effort, less stress, and much more enjoyment. And results are easier to sustain over time. Virtually any results!

If you are doing well in life but recognize that you could do better, coaching may be beneficial. Coaching helps you transcend self-imposed limits and bring out the highest and best in yourself. Coaching is particularly helpful if you have an overly complex life, work too much and play too little, want to change careers, start your own

business or enhance an existing one, or want to downshift to a simpler, more healthful way of life.

For many people coaching is a natural activity. Almost everyone exhibits coaching potential. In virtually all social networks, there are natural coaches—people who provide listening, support, and wisdom.

***Coaching is like
having a personal
trainer for your soul***

Coaching is not a substitute for therapy. It is not for people with serious emotional problems. It is about creating results, not dealing with crises. And while coaching focuses on the present and the future, it can assist to

change perspectives or attitudes resulting from troublesome past experience.

The key to continued success in life and work is not just motivation, it is momentum—the ability to produce results even when motivation fails. Regular coaching sessions can help you sustain action through tough times, learn from setbacks, and discover your inner resources and strengths as you persist toward your highest goals.

Why Take Coach Training:

Coaching is an activity that has a long history. However, in the last few years it has taken on the form of a “discipline.” You may be involved in coaching and not even realize it. With increased media attention to coaching, you may now realize you are not working alone; there are other coaches you can consult with about coaching; and you have many opportunities to learn more about coaching.

If you are like others who take our workshops, you are already involved in coaching, but not necessarily a formal coaching relationship. Most likely you have received feedback from friends, co-workers, or family about how helpful you have been in assisting that person achieve a goal, solve a problem, or make an important decision. You could be one of many “natural coaches” whose own career or life direction did not include coaching. Given this po-

tential as a personal coach, you may want to find ways to enhance your coaching skills, strengthen the coaching aspects of your career, or possibly choose coaching as a way to earn a living. Our workshops can help you to affirm your choice.

Like others who take our workshops, you may be a helping professional with limited experience in

coaching. You may want to improve the results of your work with clients. You may want to learn how to build on existing skills to increase options for clients, or you may want to offer a new service to different clients. You may, for example, want to distinguish psychotherapy from coaching;

you may want to network with other coaches and learn how coaching is used in different contexts; and you may want to use our workshop to compare coaching with other helping interventions.

***Workshop participants
receive:***

- *Personal follow-up coaching*
- *Toll-free telephone consultation*
- *Referral service opportunities*
- *Membership in the Peer Network*
- *Subscriptions to our publications*
- *Access to our award-winning website*

About Peer Resources:

In 1985 we incorporated to establish a Canada-wide network of peer coaches and trainers. We wanted to build on natural skills and to increase the likelihood that everyone would have access to a peer coach. We believe that the source of psychological, spiritual, and personal well-being lies within our social, personal and career network. All too often, however, in present day society, individuals are involved in activities or circumstances that decrease access to their natural community of peer coaches.

Our mission today is to support the development of a variety of coaches and coaching resources while at the same time working to prevent the factors or conditions that interfere with natural coaching.

One of the strategies we have implemented to accomplish our mission is the creation of a training program for coaches. Typically,

individuals take our courses to achieve one or both of two objectives: to strengthen their existing or natural coaching abilities; or to become certified as trainers for other coaches.

We are officially recognized by the Government of Canada as an educational institution, and we are legally incorporated at both the federal and provincial levels. We are also known globally as leaders in training and resources for peer assistance and mentoring.

We are service-oriented
We are learning-centered
We are action-based
We are spiritually-focused

In addition to our workshops, we act as a clearinghouse for relevant literature, respond to the service needs of practitioners, and create and distribute resources to enhance standards and practices.

Our award-winning website is continuously updated and has been described as the most comprehensive resource available on the internet for peer, coach, and mentor information.

Participant Support Services:

Our courses are primarily offered on a workshop or seminar basis. Some of our advanced courses are offered on a self-directed, expert-supervised project basis. We also provide support to our participants through e-mail and telephone.

We do not certify coaches, but we do participate in a national certification system for coach trainers.

Trainer certification has three levels and is competency-based (as compared to strictly hours-based). The time it takes for a person to demonstrate the competencies varies considerably.

Our courses are one component of a three part learning system we provide for our participants. The Prior Learning Assessment and Recognition service provides an opportunity for participants to discuss their previous experiences with our course coaches. In

addition, participants have an opportunity to identify their learning goals through the creation of a personalized Goal Attainment Scale and determine procedures to achieve their goals. Both of these pre-course activities are designed to ensure a seamless match between what we have to offer and what participants hope to achieve. We are familiar with the courses and certification

systems available through other coaching schools or associations and we assist our participants in exploring these options as a way to meet their goals.

The third component of our learning system is comprised of post-session follow-up

which includes course assessment and on-going support for each participant to assist them to implement their goals. Participants receive e-mail newsletters, toll-free coaching, and print materials.

Prior Learning Assessment and Recognition
Goal Attainment Scaling
National Certification
Custom-Designed Courses
Supervised Individual Studies

Our Courses and Learning Events:

Our workshops use a combination of expert lectures and practical, experiential activities as a source for learning. Workshop participants have an opportunity to experience activities as recipients, as coaches, and as coach trainers. These are not simulations. You will be asked to focus on real events in your life.

Coaching 101: Introduction to Coaching

The big picture—why coaching is gaining in popularity. Models and types of coaching—the good, the bad, and the ugly. The origins of coaching. What coaching, mentoring, consulting, psychotherapy, sports coaching and other forms of helping have in common and what makes them different. What coaches do to earn revenue. The pros and cons of the professionalization of coaching. How to assess whether certification is of value. Finding out what other coach training organizations have to offer. Determining the relevance of coaching to your current interests and practices. Opportunities to observe coaching and be coached.

Coaching 201: The Skilled Coach

An opportunity to learn and practice key skills associated with successful coaching. Guided activities and peer and instructor feedback. How to use confrontation and challenging skills. Differences and similarities between counseling (and psychotherapy) and coaching. How self-doubt, the imposter syndrome, impatience and four other factors influence progress in coaching excellence.

Coaching 301: Peer Coaching

How people help each other. Using mutuality and spirituality in coaching. How to sharpen observation and feedback skills. Group dynamics and how to use them to achieve results. Models of coaching in groups. Using peer coaching in professional work.

Coaching 401: Coaching for Educators

How teachers, administrators and counselors can use coaching skills and postures to assist students to identify and achieve their goals. How coaching improves academic performance, reduces discipline problems, and contributes to student career and social development.

Coaching 501: Power Coaching

A varying content course with a focus on advanced professional development. Previous courses have included: creating a philosophical framework and coaching stance; how to use goal articulation and an assessment of current reality to formulate action planning; how the path of least resistance powers coaching practice; learning how to use adversity training in coaching practice; how to sustain changes in the face of barriers, ogres and unpredictable events; and the role of the soul in coaching. (Typically these courses are suitable for experienced coaches or for those persons who have considerable practical and interpersonal skill.)

Coaching 601: Business Development for Coaches, Counsellors and Consultants

Whether considering private practice or adding coaching to existing employment roles requires attention to marketing. How marketing differs from advertising and public relations. How attraction is created. The infinite strategy system to grow your coaching service or business. Walking the tightrope between too much and not enough self-promotion. Using introversion as a marketing asset.

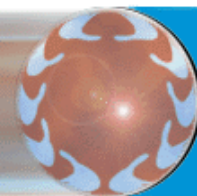
Coaching 801: Supervised and Self-Directed Studies for Coaches

Content varies depending on interests and goals of participants. Typical topics include: Building a professional coaching portfolio. Learning business skills such as bookkeeping, office management, and personnel supervision. Establishing a code of ethical practice or conduct. Writing for publication. Leading a coach training course. Speaking in public about coaching. Teaching self-coaching. Discovering the soul in coaching. Designing a conference presentation. Using the internet. Learning desktop publishing. Preparing a proposal for service. (Provided on an individual basis.)

Our Workshop Leaders:

Each of our workshop leaders is a certified Level III Coach Trainer. This system of certification is competency-based and each person who has been certified has had to submit a formal portfolio for assessment by the National Review Panel, a group of Level III coach trainer peers. Our leaders typically have extensive backgrounds in human development, personal coaching, metaphysics, and consulting. They have established learning programs and services for major corporations, government agencies, educational institutions, and public organizations and associations. All our trainers are available for discussions regarding their courses.

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1999/2000 Course Dates, Locations and Fees

Introduction to Coaching (Coaching 101) \$267.50	Business for Coaches (Coaching 601) \$267.50
Dec 1, 1999 Victoria, BC	Dec 4, 1999 Victoria, BC
May 24, 2000 Victoria, BC	May 27, 2000 Victoria, BC
May 31, 1999 Toronto, ON	Additional dates and places to be added
Additional dates and places to be added	
The Skilled Coach (Coaching 201) \$535.00	Coaching Studies (Coaching 801) Negotiated
Dec 2-3, 1999 Victoria, BC	Call 1.800.567.3700 to discuss interests
May 25-26, 2000 Victoria, BC	OTHER PEER RESOURCES WORKSHOPS:
Additional dates and places to be added	The Corporate Mentor \$321.00
	Nov 25-26, 1999 Victoria, BC
	July 4-5, 2000 Victoria, BC
	Aug 2-3, 2000 San Francisco
	Peer Mediation Trainers Workshop \$749.00
	Call 1.800.567.3700 for additional dates
	Comprehensive Training for Peer Trainers \$749.00
	May 15-19, 2000 Victoria, BC (Mediation)
	Date TBA Los Angeles, CA
	First Nations Peer Leaders Workshop \$749.00
	Dec 19-23, 1999 Timmins, ON
	July 11-15, 2000 Victoria, BC
	Advanced Training for Peer Trainers \$490.00
	May 17-19, 2000 Santa Fe, NM
	July 6-8, 2000 Victoria, BC
Peer Coaching (Coaching 301) \$535.00	
Feb 15-16, 2000 Victoria, BC	
April 27-28 Fort Lauderdale, FL	
June 5-6, 2000 Toronto, ON	
Coaching for Educators (Coaching 401) \$535.00	
Nov 26, 1999 Victoria, BC	
Feb 25, 2000 Victoria, BC	
June 5, 2000 Toronto, ON	
Aug 4, 2000 San Francisco, CA	
Power Coaching Seminars (Coaching 501) \$799.00	
Feb 17-19, 2000 Victoria, BC (Adversity)	
June 1-3, 2000 Toronto, ON (Adversity)	

Mail the form below directly to Peer Resources, 1052 Davie St., Victoria, BC, V8S 4E3; or fax to (250) 595-3504; or e-mail to: info@peer.ca. Please note that space is limited and enrollment is on a first come, first served basis. Payment must be made in full by cheque or VISA at the time of registration in order to ensure a space.

Coach Training Workshop Registration Form

Workshop Title: _____ Workshop Date: _____

Name: _____ Title: _____ Organization: _____

Address: _____ City: _____ Prov/State: _____ Post/Zip Code: _____

Day Phone: _____ Eve Phone: _____ Fax: _____ e-mail: _____

Payment Method (Circle One): Cheque Enclosed (Payable to "Peer Resources") Bill Me At Above Address Charge to VISA

VISA Number: Exp. Date: _____ Signature: _____

Please indicate any special needs you may have so we can adequately prepare the training site: _____

MAIL TO:
Peer Resources
1052 Davie Street
Victoria, B.C.
V8S 4E3

FAX TO:
(250) 595-3504

E-MAIL TO:
info@peer.ca

CALL TOLL-FREE:
1-800-567-3700

For further information about coaching and coaching resources or if you prefer to register online, visit our World-Wide Web site at <http://www.peer.ca/peer.html>