IP BEST PRACTICES

Buddy-Program

A best practice shared by InspiringPeople.

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Buddy-Program

Pairing people one-on-one, coach and coached in both directions, makes learning feel safe instead of remedial.

Key steps

Most of us grew up being complimented for outperforming others, which makes receiving a tip later in life feel like being singled out for doing something wrong — and that makes learning harder than it should be.

A buddy programme fixes this by comparing people only to themselves. Build a shared development agenda of five items, have each person pick one item where they'd like to inspire others and one where they'd like to be inspired, and match people one-on-one from there — everyone coaching, and being coached, at the same time.

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