"Peer Group 5" – Five Small Group Booklets for Small Group Skill Building

Companion Workbooks for these Web Courses - Used to implement small coaching groups to continue skills development for supervisor / managers.

- **Blended Learning.** These companion resources allow both classroom work and skills training.
- **Skill-Building.** Allows coaching and practice – critical to implementation.
- **Color-Coded.** Material is written so any group member can lead a group session; authored to accommodate rotating leadership or fixed leadership.
- **Trainer Assistance.** Small group content can lessen amount of lecture time, allowing for more skill-building during in-person training sessions.

Abstract:
We now have available *companion workbooks* for the existing Motivational Interviewing web modules. <u>All of these companion resources carry the same titles as the Supervisor 5 web courses.</u> This resource allows organizations to convene five (5) small group sessions for skill-building. These companion workbooks for small group application run in tandem to each of the 5 Supervisor web courses – synchronized with their content.

Workbook Sections:
(1) A review of the web module's objectives
(2) Selection of key learning transfer points
(3) Multiple efforts to practice key learning using: a) Discussions, b) Role plays, Real plays,
         c) Exercises, and, d/ Complete the Dialogue
(4) Answer Keys

Color Coded Key

Our idea is to compose these companion workbooks to be as easy to use as possible. Recognizing that agency administrators are busy - often moving from one appointment or meeting to the next, we organize these companion resources in such a way that these workbooks can be picked up and read through by a group leader without a lot of preparation time. Multiple group leader configurations are possible: (a) Groups can be led by a trained Coach or MI Trainer, (b) groups can be <u>fixed</u>, where one supervisor is assigned to lead the group, or (c) groups can be led in a <u>rotating</u> fashion, where supervisors can take turns leading the sessions.

Color coded key that is used to structure and guide the hour-long session would include four sections:

Purple is what the "*Leader*" says. (You can also rotate who reads this if you wish.)

Orange contains special instructions for the "*Leader*" that don't need to be read (but can be if you want).

Blue indicates section headings for each concept or skill being explored.

Yellow is for "doing" or "discussion" breaks that fall in the midst of a given exploration or exercise.

Green is the *Answer Key* on the final page(s) of the workbook.