



# We are your coaches for the weeks to come



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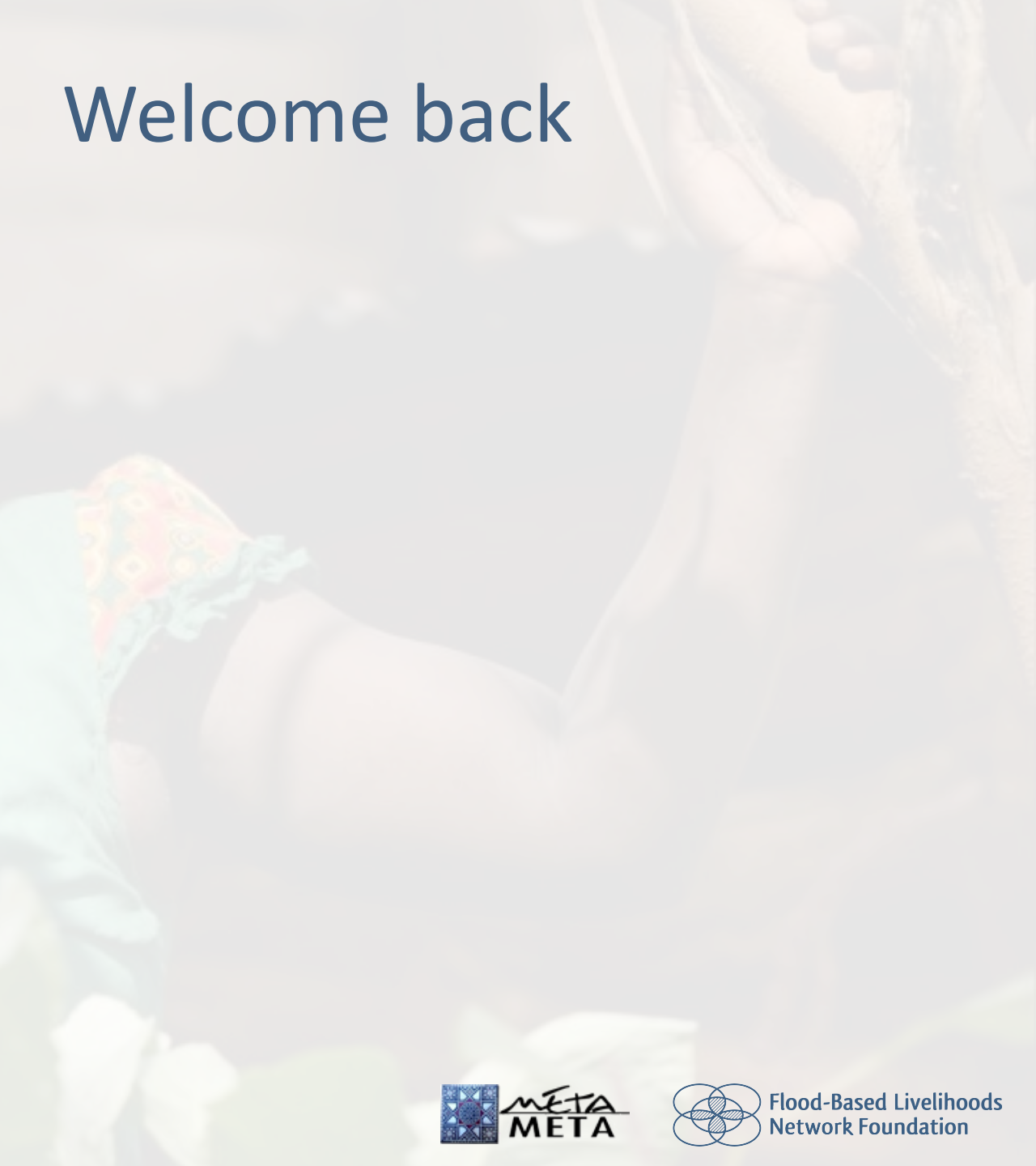


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Welcome back





# What is Intervision

Intervision Is a peer-coaching technique that allows people to get input from their peers on issues and problems. So you can learn together with co-workers.

By sharing experiences and ask questions we can stand on eachothers shoulders.





# The conditions for successful intervision

- Trust
- Openess
- Practice
- Boundaries
- Building towards Solutions





# What it will bring you

- It's strengthen solidarity between people facing similar challenges
- It develops awareness in one's capability to learn from experience
- It breaks down the idea that one can only learn from an expert, somebody who 'knows'
- Developing active listening, empathy and questioning skills
- Enhance creative thinking and innovative problem solving



# In practice

- Every person brings an ongoing issue to the table (3 min)
- Questions are being asked for clarification (10 min)
- Brainstorming (10 min)
- Bringing together the solutions (2 min)
- Issue owner tells the group his/hers take aways. (5 min)
- Repeat



# How often?

- Ones a week on Friday





# What's the goal?

- Being able to do this with your own country team
- Creating a strong connection between this group that will sustain over time and distance.
- Get better working teams that are more effective, happy and in harmony.