

HOW TO STRUCTURE A TRIAD

Consider the positioning of the triad. Sit in a triangle on chairs away from a table where the observer is slightly removed.

SUGGESTED TIMINGS

- 15 minutes when the coachee/mentee is reflecting and the coach/mentor is questioning and supporting the other's learning.
- 5 minutes reflection by the coach/mentor and coachee/mentee around the questions:
 - 'How was it for me?'
 - 'What did I learn about coaching/mentoring?'
- During this time the observer prepares some feedback about the process.
- 5 minutes for feedback from the observer to the coach.

Repeat the above 25-minute slot three times so that each person takes a turn at each role.