**DMM Basics**

**Lesson 9 – Peer Coaching**

1. **Review** If you are doing lessons on a weekly basis do this at the beginning of the session. Make sure you cover your “I will” commitments from the last time. If you are doing a training over several days, do this each morning.
2. **Review the Invitation:** We are inviting you to do the following elements in an ongoing way.

* **Focus on God’s Word (**Put aside extra-Biblical traditions: Christian, organizational, cultural)
* **Multiplying extraordinary prayer**
* **Go** out among the lost
* See groups **start** (note that outsiders would typically turn the contact over to a near-neighbor if at all possible and let them start the group)
* **Cast vision**
* **Train believers** to go out among the lost and train believers.
* **On-going coaching**

1. **The need for “pulling”**

We talk the importance of CPM coaching at the end of CPM trainings, making it available and encouraging people to ask for coaching.  We also encourage those who are trained to serve as coaches to those they train. The idea being that anyone who is implementing CPM principles and learning can coach someone else so that those who choose to "go it" for can keep moving forward. But in reality, many people do not take advantage of coaching. Why is that?

The reality is we cannot “push” you – you will need to “pull” the help you need out of coaches/peers.

The best way to do this is to setup a Peer Coaching Group with other implementers – either in your same location or online if you need to. We have seen and experienced that it is very difficult to move forward in DMM principles if you are not intentionally walking them out with other practitioners.

**4. Typical DMM Peer Coaching Group Pattern**

(make sure you manage your time to give everyone an opportunity and cover all the topics)

The simplest format for doing a Peer Coaching Group is called the **3/3rd’s pattern**:

**First third: Looking Back**

* What has gone well?
* What are you struggling with?
* Have you done what you committed to do? (your “I will” commitments from last meeting)

If not, how can we help each other?

**Second third: Looking Up**

* Praying together
* Do a DBS together or review a principle already learned or learn a new tool.
* Or deal specifically with a problem/challenge someone is having (looking into the Word for help).
* Or sometimes review a case study of how the Holy Spirit is moving in movements elsewhere

**Third third: Looking Forward**

* If you learned a tool, practice it
* Make “I will” commitment(s) of you need to implement what you have learned
* Set goals – what do you want to see God do now? (Keep the big vision in mind as well)
* Pray together

Additional thoughts:

* Each time the group meets you want to cast vision – remind the group what our goal is (to see a CPM in our people group). Celebrate whatever you see God doing!
* We suggest meeting at least every other week. Once a month is generally not enough (especially if someone has to miss a meeting).
* We suggest meeting 1.5 – 2 hours. However long you decide to meet make sure you are covering
* Practicing what you’ve learned (whether a story or “tool” for PoP hunting or an action a from goal set, it is vital to practice these; it will greatly increase the chances of using it later).
* All of the thirds do not necessarily have to have the same amount of time; just make sure you are keeping the group moving through the discussion.
* An ideal size is probably no more than 5-6 people; otherwise it is difficult for everyone to be able to discuss and receive/offer input. If you are larger than this you can meet in sub-groups.

**5. Coaching Questions**

These are the types of questions covered in the DMM Metrics above. At times you may use the questions directly with each other (during the roundtable or at another time).

Coaching is mostly listening to what people are doing and asking the key questions over and over:

* How are you praying and mobilizing prayer?
* Who are you training?  How?  How often?
* How are you and your team seeking PoPs?  What's happened? Are you following up potential PoPs well?
* Who are you coaching?  How?  How often?
* What’s your team’s vision and where are you headed?

6. **Practice Peer Coaching Group** (during this training session)

Using the 3/3rds process we will practice a peer coaching group. The following is for use in a training done in several days but you can adapt this if you are doing it week to week.

First third:

* Each person share one thing they are thankful for learning at this training, that they especially want to put into practice.
* Share one thing that seems especially challenging.
* Spend a couple of minutes thanking the Lord for what He is already doing and you believe He will do.

Second third:

Do an exercise on vision casting. Role play some or all of the following situations:

* Casting vision by telling someone about the training using the 7 Actions.   
  Ask if they want to hear more now or later (goal is to see if they want to get trained)
* Inviting someone to be a part of this training in a week by week format.
  + Example using Acts 19 or other approaches
* A local church leader - one way is to:
  + ask their vision,
  + affirm their vision,
  + ask how they are doing accomplishing their vision (often they will talk about shortcomings)
  + then share your vision or a part of it (that won’t overwhelm them)
  + and offer a simple step that helps their vision (disciple-making training, DBS training, etc)

Third third:

* What do you need to start doing to implement DMM patterns?
* What do you need to stop doing to implement DMM patterns?
* Write down your “I will” commitments
  + Write down someone you will be accountable to for these commitments (and when you will ask them to help you be accountable)

**7. Reflection**: Take some time to reflect on what you need to do or stop doing in order to begin implementing the lessons learned here. Write down “I will” commitment(s) that you will do this week.

**8. Pray**: share one thing you wrote down with someone else (don’t discuss it) and then pray for each other.