

UNDP / RBAS Peer Team Actions and Agreements

Your peer team mentors provide ongoing support, accountability, and continuity on your UNDP/RBAS Mentoring Programme for Women goals and commitments. Your peer mentors are assigned based on diversity of experiences and backgrounds, providing you with a safe, yet challenging, environment for discussion, feedback, and growth.

How you leverage your peer team engagement opportunities is a mirror of how you 'show up' at work.

Successful Peer Teams *leverage the resources and talents of their team to grow and develop.*

Behaviors that drive the success of the Peer Team:

- Focus on Self Development
- Ability to Ask for and Provide Feedback
- Willingness to Seek out, and LISTEN, to other Perspectives
- Openness to Ideas
- Curiosity
- Take Accountability – for Yourself And the Experience

To understand the synergy on your team, discuss:

- Why were we placed on this team together?
- What synergies and differences do we see?
- How specifically, as a peer team, can we help and support each other?
- What obstacles may come into play?
- How can we proactively reduce potential obstacles?
- What rules of engagement do we agree to follow? (complete the Peer Team MAP)

Peer Mentor Team MAP

(Mutual Agreement Plan)

Name: _____ Team #: _____

My Peer Mentors	Contact Info	Key IDP Goals

Peer Mentor Team Agreements:

- *We agree to honor the group's trust, and protect our team members' confidentiality and privacy.*
- What will I do to hold myself accountable? My peers?
- How can we best challenge AND support each other?
- What is the best way for us to provide "real time" feedback to each other on observed leadership behaviors, style, and impact?
- How will we measure our success?

Peer Mentor Team Logistics / Structure:

- How often should we meet?
- How will we communicate?
- What do we need to accomplish? (*Work together on assigned leadership topics; Prepare to present learnings, challenges, and "best practices," etc.*)