

# Peer Engagement, Explore and Reflect Program: for Nurses

## Reflective Peer Support for Sustainable Clinical Practice

**Build Connection. Reflection. Confidence.**

The PEER Program offers nurses a structured, psychologically safe space to reflect, connect, learn, and grow alongside peers facing similar clinical and professional challenges.

Using a facilitated virtual group coaching format, participants engage in peer conversations that strengthen self-awareness, emotional regulation, clinical reflection, and collaborative problem-solving. PEER supports clinicians to think clearly under pressure, navigate complexity, and sustain compassionate practice. Some of the challenges presented are likely to include:

- **Leading and supporting teams Across:** Learn how others lead dispersed teams, manage workforce challenges, support staff wellbeing, and maintain high-quality patient care in resource-constrained environments.
- **Navigating complex professional relationships:** Explore how your peers deal with communication and relationship management challenges to work effectively with multidisciplinary teams, health services, communities and stakeholders while addressing difficult conversations constructively.
- **Growing as a nurse leader:** Build insights, confidence and practical leadership strategies to manage competing demands, navigate career opportunities, strengthen decision-making, and sustain personal wellbeing throughout different career stages

### Session Outcomes

By the end of each session, participants will have:

- ☐ Reflected on a current professional challenge or opportunity.
- ☐ Gained new perspectives through coaching conversations.
- ☐ Learned from the experiences of colleagues.
- ☐ Identified one or two practical actions to apply before the next session.
- ☐ Strengthened professional connection and psychological wellbeing.

**Program aims are to enable:**

- Professional connection and collegial support
- Improved self-insight and reflective capability
- Emotional and cognitive flexibility and regulation
- Shared learning through structured peer dialogue
- Practical actions and sustainable clinical decision-making and team work

### How the Program Works

Each session provides a structured and supportive environment where nurses can:

- Present real workplace or professional challenges
- Explore issues through reflective questioning
- Learn from peers across similar clinical contexts
- Build insight rather than receive directive advice
- Develop actionable next steps for themselves and their teams

## Program Structure

- Up to 9 nurses per group attend four from five x 60-minute virtual monthly sessions
- Participants complete intake and evaluation surveys.
- CPD certificates available for structured reflective learning

## Program Schedule (PEERN#1, PEERN#2)

|                                       | Session One | Session Two | Session Three | Session Four | Session Five |
|---------------------------------------|-------------|-------------|---------------|--------------|--------------|
| Cohort one<br>Thursdays<br>12:00 AEST | 24 July     | 20 Aug      | 17 Sept       | 15 Oct       | 19 Nov       |
| Cohort two<br>Fridays<br>08:00 AEST   | 24 July     | 21 Aug      | 18 Sept       | 16 Oct       | 20 Nov       |

## Typical Session Flow



## Facilitator Expertise



**PEER facilitators**  
Experienced clinicians.  
Coach-trained facilitators.

**They bring:**

- Strong coaching and facilitation capability**  
They use proven coaching and facilitation skills to focus conversations, unlock insight and drive meaningful learning.
- Experience supporting clinicians and healthcare professionals**  
They understand the realities, pressures and professional complexities of healthcare.
- Expertise in creating psychologically safe learning environments**  
They cultivate trust, respect and inclusion—where everyone feels heard and valued.
- Skilled questioning and reflective practice approaches**  
They ask the right questions, encourage reflection and deepen thinking to broaden perspectives and generate new insights.
- The ability to guide increasingly self-managing peer groups**  
They build capability over time, empowering groups to take ownership, learn together and sustain their impact.

**Facilitating conversations. Building connections.**  
*Driving growth together.*

- Safe to share
- Valuable to learn
- Stronger together

**PEER facilitators enable high-quality conversations that lead to real-world impact.**

Participant Fee (AUD inc GST) :\$539.00 /member

*Supporting Reflective, Connected & Sustainable Nursing Practice*

**Registrations Welcome**

To learn more about PEER Programs for doctors, clinical leaders, trainees, supervisors of training cohorts, workforce wellbeing initiatives, or clinician peer learning opportunities, please contact: Rita Holland, Director/Owner Capstan Partners  
Professional Coaching | Facilitation | Healthcare Workforce Development