

Peer Engagement, Explore and Reflect Program: for Trainees

Build Connection. Reflection. Confidence.

The PEER Program offers trainees a structured, psychologically safe space to reflect, connect, learn, and grow alongside peers facing similar clinical and professional challenges. Some of the challenges presented are likely to include:

- increasing confidence and skills to communicate effectively by challenging unhelpful self-beliefs, and irrational thoughts and
- following through on more effective ways to think, feel and behave when preparing for and presenting at high-pressure situations and to be a stronger and more effective clinician every day.

Using a facilitated virtual group coaching format, participants engage in meaningful peer conversations that strengthen self-awareness, emotional regulation, clinical reflection, and collaborative problem-solving. Designed specifically for trainee cohorts, PEER supports trainees to think clearly under pressure, navigate complexity, and sustain self-compassion and compassionate practice.

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 personal, training and clinical decision-making

How the Program Works

Each session provides a structured and supportive environment where trainees 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

Program Structure

- Up to 9 trainees per group attend four from five x 60-minute virtual monthly sessions
- Participants commit to attending at least four sessions and complete intake and evaluation surveys
- Sessions delivered via Zoom or Google Meet
- CPD certificates available for structured reflective learning

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 Trainees to perform well and feel well as they approach exams and interviews.

Registrations Welcome

The PEER Program is supported by Capstan Partners, Australia and New Zealand's leading coaching and coaching education provider.

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@capstan.com.au , Director/Owner Capstan Partners Professional Coaching | Facilitation | Healthcare Workforce Development