

PEER GROUP FACT SHEET

Executive summary

- Dealing with leadership challenges can be a lonely place as few firms are skilled at providing holistic support for their leadership teams.
- Tapping into the wisdom of peers in a confidential and safe environment forms a critical part of the support network for many leaders.
- Peer Groups consist of the same small set of leaders sharing common issues at regular meetings, moderated by a former managing partner with coaching expertise or an expert facilitator.
- Joining a Peer Group involves a supplement over regular Forum dues.

What are Peer Groups all about?

- Exclusively for those in leadership and management teams at professional services firms
- Around eight people, meeting and sharing emergent issues and experiences, in a holistic manner, with the goal of learning from each other's insights
- Providing support/validation to each other
- Providing an environment to explore sensitive issues, outside of the workplace
- Facilitated by a former managing partner with coaching expertise or an expert facilitator
- Meeting every six weeks or so from 8:30am to 10:00am (with agreement to go an extra 15 mins, if necessary)
- Annual social dinner (*optional extra not covered by regular dues*)

Who at a firm would benefit from joining a Peer Group?

The Forum organises four categories of Peer Group:

- **Firmwide Leader** – for those with responsibility for leading a firm and devising its strategy
- **Chief Operating Officer (COO)** - for those with responsibility for implementing the firm's strategy
- **Divisional Leader** – for those with responsibility for leading a practice area, local office or business group
- **Management Team** - for management experts from different disciplines (finance, HR, marketing, etc.), mixing disciplines in each Group

How are members allocated to a Peer Group?

- Members are selected in a way that enhances mutuality, and is mindful of diversity, firm size, cross sector representation and market dynamics
- Members can request a transfer to another Group of the same category

Which topics are covered at Peer Group meetings?

The aim is for members to learn from each other in terms of breadth and depth of the subject matter:

- Emergent issues are the bedrock (in the sense that members bring topical issues)
- Sometimes, with pre-agreement, a particular topic will be covered. This may require some preparation in advance.
- From time-to-time, an interactive meeting may be organised with an invited speaker

What commitments are involved as a member of a Peer Group?

Each member is expected to comply with the Group's bespoke Charter, in particular:

- To respect **confidentiality** and observe Chatham House rules
- To make **best efforts** to attend every meeting
- To **host** one meeting each year, on a pro bono basis

Do members mix with those from other Peer Groups?

Regular events are organised for all Forum members. In addition, members from every Peer Group can come together to take advantage of:

- An exclusive private collaboration Hub
- An annual weekend summit (*optional extra not covered by regular dues*)

What lessons has the Forum learned from running Peer Groups over the past decade?

- Groups provide a vital support system for leaders
- Groups are an effective way for members to learn from each other
- Groups help people acquire the skills and integrated perspective needed to progress at their firms
- Groups represent an effective use of time as only relevant issues are addressed
- Groups are far less effective with more than one apology, so best to reschedule
- Those in the same Group must come from different firms

What do Peer Group members have to say?

"I had often heard the phrase, 'when the ones at the top look after everybody else, who looks after the ones at the top?' I hadn't though really recognised this until I joined a Peer Group. The support, comradeship and sounding board the network provides is exactly what we all need! I would encourage anyone wondering, to take the plunge and join. It will open your mind to a different way of thinking I am sure!"

John Munday, Managing Director, Paragon Building Consultancy

"Powerful exchanges of ideas and initiative all aimed at knowledge sharing and improvement".

Philip Black, Arcadis

"There is simply no substitute for the opportunity to share and learn from the experience of peers from across the professional services industry. A Peer Group provides a steady stream of ideas and challenge in our rapidly changing world."

James Entwisle, Managing Partner, Hymans Robertson

"Peer Groups are a rare opportunity to share on an informal but confidential basis ideas and experiences with fellow professionals facing similar challenges".

Jon Randall, Moore Stephens

What is the cost of joining a Peer Group?

Joining a Group involves an annual supplement over regular Forum dues in the range £2,100 to £2,500, with the precise amount varying by category of Group. All memberships renew on 30 June with a pro-rata payment in the first year – see separate **Peer Group Registration Form**

Interested in learning more?

Check out the Forum website at www.mpfglobal.com or contact Peer Group Director, Richard Thorby, at richard.thorby@pmint.co.uk or 07595 057289 / 020 7786 9786