

August 2024

## Letter from the Executive Director

Peer coaching groups demand a commitment to mutual trust and respect.

That's no easy task, but it's fundamentally the assignment we all have as members of a community.

Research Fellow Roman Terekhin's project highlights the benefits of working with and supporting peers in a way that goes beyond the strictly 'professional' lives of its members to include the fully human questions, challenges and hopes that inform how we inhabit our professional roles as emotional beings.

Roman finds gender matters and that the gender composition of a peer coaching group does too. This was a key point that a few of our audience members sought to clarify and highlight during the Q&A portion of Roman's presentation.

The expression of gender and its relationship to perceptions of leadership in both public and private life shapes us as individuals and as a society. It's critical to remind ourselves how much has changed, and yet how much courage it (still) takes to stay true to ourselves.

think2perform Research Institute's focus on values and linking our values to goals is a way to refine and work toward who we ideally want to be (WDYWFY = What Do You Want For Yourself).

Our values are shaped by our environment, broadly defined, and our goals are too, but our purpose is to persevere in the pursuit of goals grounded in who we are today and hope to be tomorrow.

In this moment, the focus in national media on the relationship between policy-

making and gendered leadership is teaching lessons to our future leaders. Our leadership program for youth and our support of research on peer coaching groups highlights the need for deep awareness of the implications of everyday actions on others who may or may not see themselves in us.

Decision-making at this level demands great confidence, a willingness to try or to step back, and the humility to be okay with getting it not quite right.

Our everyday lives cross boundaries from the personal to the professional to the public sphere. No matter what our position in life may be today or tomorrow, carefully selecting our models and sources of inspiration can multiply everyone's potential.

Roman's research helps us see how peer coaching groups may strengthen the way forward.

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[think2perform Research Institute](#) has funded research and leadership development programs since its founding as a nonprofit 501(c)(3) in 2016.

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Contact: [bhammer@t2pri.org](mailto:bhammer@t2pri.org) | +1 612.843.5017